



2020/2216(INI)

19.1.2021

AMENDMENTS

1 - 164

Draft opinion
Konstantinos Arvanitis
(PE660.416v01-00)

Shaping the digital future of Europe: removing barriers to the functioning of the digital single market and improving the use of AI for European consumers (2020/2216(INI))

Amendment 1 Dragoş Pîslaru, Radka Maxová, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) **are leading to** fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) **have started rapid** fundamental and structural changes to the labour market, the workplace and the work profile of every worker **that will require constant and dynamic evaluation and adaptation of the legislative framework**;

Or. en

Amendment 2

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes **to** the labour market, **the workplace** and the **work profile of every worker**;

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes **in** the labour market, **workplaces and work profiles but also in consumer behaviour** and the **way people live in general**;

Or. en

Amendment 3

Ádám Kósa

Draft opinion

Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker; ***whereas by accelerating decision-making, improving processes and personalising services, AI has a remarkable potential for boosting our economy, increasing our well-being and making our society more inclusive and sustainable;***

Or. hu

Amendment 4

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion

Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker; ***whereas these changes are expected to benefit citizens and society by improving the quality of life and creating new employment opportunities and more sustainable business models;***

Or. en

Amendment 5

Daniela Rondinelli, Chiara Gemma

Draft opinion

Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker ***and whereas these processes have been accelerated by the pandemic, which has exacerbated many pre-existing work and social problems;***

Or. it

Amendment 6
Margarita de la Pisa Carrións

Draft opinion
Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Amendment

A. whereas ***what some sectors term*** the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

Or. es

Amendment 7
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Recital A

Draft opinion

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to

Amendment

A. whereas the Fourth Industrial Revolution, digitalisation and artificial intelligence (AI) are leading to

fundamental and structural changes to the labour market, the workplace and the work profile of every worker;

fundamental and structural changes to the labour market, the workplace, *the work patterns* and the work profile of every worker;

Or. en

Amendment 8

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Recital A a (new)

Draft opinion

Amendment

Aa. whereas new opportunities brought by digital transformation and digital single market should empower and allow to prosper all EU citizens;

Or. en

Amendment 9

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Recital A b (new)

Draft opinion

Amendment

Ab. whereas digitalisation and artificial intelligence has the potential to substantially change the way people receive information, the way they communicate and the way they think;

Or. en

Amendment 10

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. *whereas greater challenges are posed on the synergies between labour market and education system as the education system should better foresee the future needs of the labour market and be able to adapt accordingly;*

Or. en

Amendment 11

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Recital A d (new)

Draft opinion

Amendment

Ad. *whereas the use of AI holds potential for safer and more inclusive workplaces and labour markets;*

Or. en

Amendment 12

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Recital B

Draft opinion

Amendment

B. *whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce*

B. *whereas AI potentially offers economic and societal benefits as well as new opportunities for businesses and workers, while at the same time giving rise to a number of ethical, legal and employment related challenges; whereas*

reorganisation and the potential elimination of more sectors and employment than the new forms they create;

the application of AI at the workplace can contribute to inclusive labour markets and impact occupational health and safety, while it can also be used to monitor, evaluate, predict and guide the performance of workers with direct and indirect consequences for their careers; whereas AI should have a positive impact on working conditions and be guided by respect for human rights as well as the fundamental rights and values of the Union; whereas AI should be human centric, enhance the well-being of people and society and contribute to a fair and just transition;

Or. en

Amendment 13

Dragoş Pîslaru, Radka Maxová, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Recital B

Draft opinion

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, *but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create;*

Amendment

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, *and can lead to greater workforce access to previously excluded social groups such as people with disabilities, while risks linked to employment sector disappearance must be mitigated by ensuring more and better jobs are created than are lost;*

Or. en

Amendment 14

Margarita de la Pisa Carrións

Draft opinion
Recital B

Draft opinion

B. whereas these developments plausibly facilitate *human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose* serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create;

Amendment

B. whereas these developments plausibly facilitate *the use of machines by humans in their interest and for their benefit, posing* serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create;

Or. es

Amendment 15

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Ādám Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Recital B

Draft opinion

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of *more sectors and* employment *than the new forms they create*;

Amendment

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of *some* employment *sectors while at the same time creation of new employment opportunities*;

Or. en

Amendment 16
France Jamet

Draft opinion
Recital B

Draft opinion

B. whereas these developments *plausibly facilitate* human-machine synergies, *thereby producing a combined effect greater than the sum of their separate outcomes*, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment *than the new forms they create*;

Amendment

B. whereas these developments *may allow* human-machine synergies *capable of leveraging the productivity of production factors*, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment *and real threats to one of the most fundamental rights, namely the right to work*;

Or. fr

Amendment 17

Daniela Rondinelli, Chiara Gemma

Draft opinion

Recital B

Draft opinion

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create;

Amendment

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious *political, economic, social, ethical and legal questions as well as* challenges in terms of workforce reorganisation *and upskilling* and the potential elimination of more sectors and employment than the new forms they create;

Or. it

Amendment 18

Ádám Kósa

Draft opinion

Recital B

Draft opinion

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create;

Amendment

B. whereas these developments plausibly facilitate human-machine synergies, thereby producing a combined effect greater than the sum of their separate outcomes, but also pose serious challenges in terms of workforce reorganisation and the potential elimination of more sectors and employment than the new forms they create, ***and the creation of new ones***;

Or. hu

Amendment 19

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. whereas AI constitutes a strategic priority, the full potential of which can only be exploited if users and consumers are aware of the potential benefits and challenges it brings; whereas enterprises as well as workers and their representatives are often aware of neither AI applications nor of their underlying functions and data; whereas there are cases of AI applications in breach of existing regulations, such as data protection;

Or. en

Amendment 20

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. whereas the full potential of AI can only be exploited if users are aware of the potential benefits and challenges that this technology brings; whereas it is necessary to incorporate this issue into the education process, including in terms of combating digital exclusion, and to conduct information campaigns at European level that give an accurate representation of all aspects of AI development;

Or. en

**Amendment 21
Kim Van Sparrentak**

**Draft opinion
Recital B a (new)**

Draft opinion

Amendment

Ba. whereas technology-enabled surveillance, monitoring and control in the workplace, such as prediction and flagging tools, remote monitoring and time-tracking and algorithmic management can generate excessive speed and efficiency pressure for workers, track employees' behavioural patterns, exacerbate discriminatory practices and entail significant risks for privacy and human dignity;

Or. en

**Amendment 22
Ádám Kósa**

**Draft opinion
Recital B a (new)**

Draft opinion

Amendment

Ba. whereas the demand for specific AI skills and for high-level expertise is increasing in the labour market, all European citizens need to have the necessary understanding of AI to be able to conduct their everyday lives;

Or. hu

Amendment 23

Miriam Lexmann, Gheorghe Falcă, Radan Kanev, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. whereas the fast technological change is often accompanied by the spread of false information, hoax and misinterpretation that can undermine the positive aspects and opportunities brought by the development;

Or. en

Amendment 24

Jordi Cañas

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. whereas General Protection Data Regulation (EU) 2016/679 recital 71 recognises the right to not be subjected to e-recruiting practices where there is no human intervention;

Or. en

Amendment 25

Stelios Kypouropoulos, Ádám Kósa, Loucas Furlas

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. Acknowledging the potential of AI to increase productivity, improve jobs' quality and allow workers to focus on more gratifying and less dangerous tasks;

Or. en

Amendment 26

Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituţa

Draft opinion

Recital B a (new)

Draft opinion

Amendment

Ba. Whereas the digital divide has specific socio-economic gender, age, geographic and accessibility aspects which must be addressed;

Or. en

Amendment 27

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B b (new)

Draft opinion

Amendment

Bb. Whereas the COVID-19 pandemic underlined the importance of digital

solutions, including teleworking, as well as its technical and social implications; whereas there are no common provisions at Union level, as regards the application of AI at the workplace, which could lead to market distortions and competition disadvantages; whereas AI should be subject to an appropriate regulatory framework;

Or. en

Amendment 28
Kim Van Sparrentak

Draft opinion
Recital B b (new)

Draft opinion

Amendment

Bb. whereas algorithmic management can create power imbalances and obscurity about decision-making and must be fully transparent in order for workers to effectively challenge these decisions;

Or. en

Amendment 29
Ádám Kósa

Draft opinion
Recital B b (new)

Draft opinion

Amendment

Bb. whereas according to the 2019 Digital Economy and Society Index (DESI), 43 % of the EU population had an insufficient level of digital skills in 2017;

Or. hu

Amendment 30

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Recital B b (new)

Draft opinion

Amendment

Bb. whereas artificial intelligence (including high risk AI) is increasingly used not only in the work place but also in the recruitment and other administrative processes;

Or. en

Amendment 31

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B c (new)

Draft opinion

Amendment

Bc. whereas the OECD has drawn up recommendations on AI^[1];

[1] OECD, "Recommendation of the Council on Artificial Intelligence", 2019, <https://legalinstruments.oecd.org/en/instruments/OECD-LEGAL-0449>

Or. en

Amendment 32

Kim Van Sparrentak

Draft opinion

Recital B c (new)

Draft opinion

Amendment

Bc. whereas the workers have the right not to be subject to a decision based solely on automated processing enshrined in Article 22(1) of Regulation (EU) 2016/679 (GDPR), which means there must be human oversight;

Or. en

Amendment 33

Ádám Kósa

Draft opinion

Recital B c (new)

Draft opinion

Amendment

Bc. whereas human oversight and transparency are an essential element in ensuring that AI systems are in conformity with the relevant legislation;

Or. hu

Amendment 34

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B d (new)

Draft opinion

Amendment

Bd. whereas the Council of the European Union encourages the promotion of an ethical and human-centred approach with regard to AI^[1];
[1] Council of the European Union “Council Conclusions on Shaping Europe’s Digital future”, June 2020

Amendment 35

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B e (new)

Draft opinion

Amendment

Be. whereas social partners at Union level concluded a framework agreement on digitalisation, which amongst others includes a chapter on “Artificial intelligence and guaranteeing the human in control principle”^[1];

[1] European Social Partners Framework Agreement on Digitalisation, June 2020

Amendment 36

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Recital B f (new)

Draft opinion

Amendment

Bf. whereas efforts to tackle gender bias and inequality in the digital sector are insufficient; whereas the gender gap persists across all digital technology domains and especially with regard to AI, thereby solidifying a male-biased trajectory for the digital sector in the foreseeable future;

Amendment 37

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph -1 (new)

Draft opinion

Amendment

-1. Points out that AI solutions have the potential to improve working conditions and the quality of life, including improved work-life balance and better accessibility for people with disabilities, to predict labour market development and to support human resource management in preventing human bias, yet they can also raise concerns as regards privacy and occupational health and safety, such as the right to disconnect, and lead to disproportionate and illegal surveillance and monitoring of workers and consumers, infringing their dignity and privacy, as well as discriminatory treatment, including in recruitment processes, due to biased algorithms, including gender or racially and ethnically biased algorithms^[1] and algorithms to the detriment of vulnerable groups; is concerned, furthermore, that AI can undermine the freedom and autonomy of people and contribute to mental health problems of workers, such as burnout, “techno stress”, psychological overload and fatigue; stresses that AI solutions in the work place must be transparent, fair and avoid any negative implications for the workers;

[1] European Parliament: “Education and employment of women in science, technology and the digital economy, including AI and its influence on gender equality”, April 2020.

Or. en

Amendment 38

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1

Draft opinion

1. Stresses *that the future* regulatory framework for AI in the European Union *should* ensure that workers' rights are fully respected *and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and* working conditions, *while safeguarding the quality of employment*; stresses, in addition, that the European AI framework *should* respect European values, Union rules and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses *the importance of a common European approach with regard to the ethical aspects of AI; underlines that* regulatory framework for AI in the European Union *must* ensure that *consumers' and* workers' rights are fully respected *in digital economy, and contribute to better* working *and employment* conditions, *including a better work-life balance*; stresses, in addition, that the European AI framework *must* respect European values, Union rules and the principles of the European Pillar of Social Rights;

Or. en

Amendment 39

Stelios Kypouropoulos, Loucas Fourlas

Draft opinion

Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, *in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment*; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights *and should be based on the High-level Expert Group Ethics Guidelines for Trustworthy AI^{1a}*;

Amendment 40
Kim Van Sparrentak

Draft opinion
Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should respect European values, Union *rules* and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses that the future regulatory framework for AI in the European Union should ***address the specificity of the workplace, including the bargaining inequality between workers and employers*** and ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should ***be based on the*** respect of European values, ***Treaties of the European Union, and the Charter of fundamental rights of the EU, the European Social Charter of the Council of Europe,*** and the principles of the European Pillar of Social Rights

Amendment 41
Ádám Kósa

Draft opinion
Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses that **during the design, development, deployment and application of AI, fundamental rights and effective legal norms must be fully respected**, the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

Or. hu

Amendment 42

Daniela Rondinelli, Chiara Gemma

**Draft opinion
Paragraph 1**

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected **and adapted to** the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should **respect** European values, Union rules and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses that the future regulatory framework for AI in the European Union should ensure that **fundamental human rights and** workers' rights are fully respected **within the framework of** the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should **be founded upon** European values, Union rules and the principles of the European Pillar of Social Rights, **based on a human-centred approach in which humans are the guiding principle and beneficiaries of**

this process;

Or. it

Amendment 43

France Jamet

Draft opinion

Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; ***stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;***

Amendment

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment;

Or. fr

Amendment 44

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Ádám Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union ***should*** ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI

Amendment

1. Stresses that the future regulatory framework for AI in the European Union ***must*** ensure that workers' ***human dignity and*** rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment ***as well as workers'***

framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

work-life balance; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights ***and set clear and predictable rules for civil liability connected to AI***;

Or. en

Amendment 45

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion Paragraph 1

Draft opinion

1. Stresses that the future regulatory framework for AI in the European Union should ensure that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

Amendment

1. Stresses that the future regulatory framework for AI in the European Union should ensure ***that it is human-centred and*** that workers' rights are fully respected and adapted to the new forms of work relations and work organisation, in a way that secures jobs and improves upon wages and working conditions, while safeguarding the quality of employment; stresses, in addition, that the European AI framework should respect European values, Union rules and the principles of the European Pillar of Social Rights;

Or. en

Amendment 46

Konstantinos Arvanitis, Leila Chaibi

Draft opinion Paragraph 1 a (new)

Draft opinion

Amendment

1a. Recognises the challenges of the digital era and the broad impact of the digitalisation process in society, the economy and employment in the EU.

Stresses the need for an ex-ante broad and democratic dialogue in order to develop principles, frameworks and instruments that combat potential dangers for the workers; calls for the reinforcement of the digital policy dialogue with citizens, trade unions and stakeholders;

Or. en

Amendment 47

Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Welcomes the positive impact AI can have on European labour markets, leading to job creation, safer and more inclusive workplaces, combating discrimination in recruitment and pay and promoting better skill-matching and work-flows, as long as risks are mitigated and regulatory frameworks updated with regularity as the digital wave progresses;

Or. en

Amendment 48

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Recalls that the employment and social acquis of the Union fully applies to AI and calls on the Commission and the

Member States to ensure proper enforcement and to address any potential legislative gaps; notes that the Union can become a global leader in promoting a socially responsible use of AI;

Or. en

Amendment 49
Margarita de la Pisa Carrións

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Believes that the evolution and development of technology and AI pose an ethical and moral challenge to the protection of the essence of human life, making it necessary to lay down the limits of these advances;

Or. es

Amendment 50
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Stresses the urgent need to recognize the ethics-by-default principle as a leading principle for the design and use of artificial intelligence;

Or. en

Amendment 51
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel,

Elisabetta Gualmini, Vilija Blinkevičiūtė

**Draft opinion
Paragraph 1 b (new)**

Draft opinion

Amendment

1b. Underlines that AI has to be human-centric, transparent, safe and secure and must comply with fundamental rights and applicable laws and regulations, including the General Data Protection Regulation (GDPR), throughout the system's entire life cycle, especially when it is deployed at the workplace; calls for the development of a robust certification system, based on test procedures and guided by the precautionary principle, which would allow businesses to demonstrate that their AI products comply with fundamental rights and Union standards;

Or. en

Amendment 52

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

**Draft opinion
Paragraph 1 c (new)**

Draft opinion

Amendment

1c. Points out that a comprehensive risk assessment should come before the development, deployment and implementation of AI systems, evaluating its impact on fundamental rights and working conditions, including in terms of occupational health and safety, as well as its social consequences; assessments should cover risks related to human decision-making and social discrimination, as well as the evaluation of occupational risks arising;

Amendment 53

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1 d (new)

Draft opinion

Amendment

1d. Underlines that competent authorities should have access to all information concerning the data used for training, statistical models and theoretical principles related to AI solutions as well as the empirical validity of their outcomes;

Amendment 54

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1 e (new)

Draft opinion

Amendment

1e. Calls for the application of the precautionary principle with regard to new technologies based on AI; underlines the fundamental principle that humans must always be in control of machines and AI and that AI decision making must be accountable and contestable and where relevant reversible; stresses that safety and security standards for AI must be respected and highlights the importance of regular checks and controls in this regard to prevent erroneous AI output; recalls that liability with regard to the use of AI must be clearly defined, both in the event of occupational accidents and

damage caused to third parties;

Or. en

Amendment 55

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1 f (new)

Draft opinion

Amendment

1f. Underlines that the digital transition must be better reflected in education and training systems and go hand-in-hand with improvements as regards democracy at work, good governance and strong public services;

Or. en

Amendment 56

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 1 g (new)

Draft opinion

Amendment

1g. Reiterates the importance of education and continuous learning to develop the qualifications necessary in the digital age and to tackle digital exclusion; calls on the Member States to invest in high quality, responsive and inclusive education, vocational training and life-long learning systems as well as re-skilling and up-skilling policies for workers in sectors that are potentially severely affected by AI; highlights the need to provide people with the necessary literacy, numeracy and digital skills as well as competences in science,

technology, engineering and mathematics (STEM) and cross-cutting soft skills, such as critical thinking, creativity and entrepreneurship; underlines that special attention must be paid to the inclusion of disadvantaged groups in this regard;

Or. en

Amendment 57

Stelios Kypourouopoulos, Ádám Kósa, Loucas Furlas

Draft opinion Paragraph 2

Draft opinion

2. Underlines that AI must *serve exclusively as an aid to* human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, *and the prohibition of arbitrary* profiling;

Amendment

2. Underlines that AI must *complement and augment* human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, *including the relevant GDPR provisions on the automated individual decision-making, including* profiling;

Or. en

Amendment 58

Ádám Kósa

Draft opinion Paragraph 2

Draft opinion

2. underlines that AI must serve *exclusively* as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Amendment

2. Underlines that *since AI is performing better and better in routine tasks, which might help humans concentrate on the things they are best at,* AI must *primarily* serve as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of

arbitrary profiling, *and employees must be ensured the same level of protection in the digital and the physical world too*;

Or. hu

Amendment 59

Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Paragraph 2

Draft opinion

2. Underlines that AI must serve *exclusively* as an aid to human *performance* and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Amendment

2. Underlines that AI must serve *foremost* as an aid to human *development* and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling, *with sufficient access to information available to all those workers and employers who will be affected*;

Or. en

Amendment 60

Jordi Cañas

Draft opinion

Paragraph 2

Draft opinion

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Amendment

2. Underlines that AI *systems and algorithms* must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling; *stresses that in no way must AI undermine autonomous rational choice*

by using data to manipulate behaviour and deceit;

Or. en

Amendment 61

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Ádám Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion Paragraph 2

Draft opinion

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Amendment

2. Underlines that AI must ***always be human-centric and thus*** serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights ***with human dignity at the forefront***, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Or. en

Amendment 62 France Jamet

Draft opinion Paragraph 2

Draft opinion

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of ***arbitrary*** profiling;

Amendment

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including ***freedom of expression***, the protection of personal data and privacy, and the prohibition of profiling;

Or. fr

Amendment 63
Kim Van Sparrentak

Draft opinion
Paragraph 2

Draft opinion

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling;

Amendment

2. Underlines that AI must serve exclusively as an aid to human performance and comply with all rules ensuring respect for fundamental rights, including the protection of personal data and privacy, and the prohibition of arbitrary profiling ***and undue surveillance***;

Or. en

Amendment 64
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Underlines that AI and any related legislation must not in any way affect the exercise of fundamental rights as recognised in the Member States and at Union level, including the right or freedom to strike or to take other action covered by the specific industrial relations systems in Member States, in accordance with national law and/or practice, or affect the right to negotiate, to conclude and enforce collective agreements, or to take collective action in accordance with national law and/or practice;

Or. en

Amendment 65
Dragoş Pîslaru, Radka Maxová, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane

Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Considers that a main priority for research and investment in the use of AI should be the creation of opportunities for people previously excluded from employment to have access to labour markets, such as working aid tools, mobility solutions or intelligent sensors systems for people with disabilities or visually impaired, fostering social inclusion and fighting poverty;

Or. en

Amendment 66
Daniela Rondinelli, Chiara Gemma

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Considers that, in order to guarantee the proper and full operation of the digital single market, legal certainty must be re-established by codifying the new rights of a digitalised society, ensuring a level playing field for all stakeholders involved and plugging the current legislative gaps that often give rise to abuse, discrimination and unfair competition;

Or. it

Amendment 67
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Emphasizes that it is imperative for workers to be properly informed on how to protect their personal data; calls on the Commission and the Member States to adjust the GDPR in order to adopt more specific measures and therefore ensure the protection of workers' rights in the new digital environment, especially in the context of teleworking;

Or. en

Amendment 68
Peter Lundgren

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Recalls that many workers and SMEs need to have access to social media and internet platforms. The right to access an account of an online platform must be a legal right, unless the user is in breach by law;

Or. en

Amendment 69
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Underlines that new technologies

including AI should be used to improve labour market functioning and produce sustainable and inclusive labour market matches between workers and businesses;

Or. en

Amendment 70
Margarita de la Pisa Carrións

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Urges that AI and Big Data be used responsibly in such a way that their regulation always and in all cases respects fundamental rights and ensures they are not placed at the service of individual interests;

Or. es

Amendment 71
Antonius Manders

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Underlines that AI can help to facilitate active and healthy ageing, so that elderly people can remain active in our society and on the labour market longer, if they wish so;

Or. en

Amendment 72
Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin

Mituța

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

b. Stresses the importance of addressing the digital gender gap and ensuring the participation of women and girls in the development and implementation of digital technologies and AI to ensure that existing inequalities are not exacerbated or replicated; further underlines the importance of women and girls' equal access to STEM and digital education and subsequent employment in the digital, STEM and ICR sectors;

Or. en

Amendment 73
Peter Lundgren

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Urges the Commission and the Member States to ensure that the implementation of AI enforces the dialogue between social partners and to allow trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

deleted

Or. en

Amendment 74
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 3

Draft opinion

3. ***Urges*** the Commission and the Member States to ensure ***that the implementation of AI enforces the dialogue between social partners and to allow*** trade ***unions*** access to ***the work floor***, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. ***Stresses the need for social dialogue as regards the implementation of AI in general and ahead of any AI deployment at company level in particular; considers indispensable that workers and their representatives be consulted and receive sufficient information right from the start of the decision making process; underlines that the deployment of AI needs to be transparent and that AI systems at the workplace must respect the privacy and dignity of workers; calls on*** the Commission and the Member States to ensure trade ***union*** access to ***workplaces***, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Or. en

Amendment 75
Daniela Rondinelli, Chiara Gemma

Draft opinion
Paragraph 3

Draft opinion

3. ***Urges the Commission and the Member States to ensure that the implementation of AI enforces the*** dialogue between social partners ***and to allow*** trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. ***Believes that*** dialogue between social partners ***is an essential prerequisite for the establishment of the new legislative framework and that against a background of changing industrial relations it is necessary to ensure that*** trade unions ***have*** access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Or. it

Amendment 76

Dragoş Pîslaru, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Paragraph 3

Draft opinion

3. Urges the Commission and the Member States to ensure that the implementation of AI **enforces** the dialogue between social partners **and to allow trade unions access to the work floor, albeit in digital form, in order** to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. Urges the Commission and the Member States to ensure that the implementation of AI **is included in** the dialogue between social **and economic** partners, **and that digital solutions are employed** to promote collective bargaining and guarantee a human-centred approach to AI at work;

Or. en

Amendment 77

Konstantinos Arvanitis, Leila Chaibi

Draft opinion

Paragraph 3

Draft opinion

3. Urges the Commission and the Member States to ensure that the implementation of AI **enforces** the dialogue between social partners **and to allow** trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. Urges the Commission and the Member States to ensure that the implementation of AI **should neither impede** the dialogue between social partners **nor prevent** trade unions' access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Or. en

Amendment 78

Ádám Kósa

Draft opinion
Paragraph 3

Draft opinion

3. Urges the Commission and the Member States to ensure that the implementation of AI enforces the dialogue between social partners and to allow trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. Urges the Commission and the Member States to ensure that the implementation of AI enforces the dialogue between social partners and, ***by complying with EU and Member State legislation***, to allow trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Or. hu

Amendment 79
Jordi Cañas

Draft opinion
Paragraph 3

Draft opinion

3. Urges the Commission and the Member States to ensure that the implementation of AI enforces the dialogue between social partners and to allow trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred approach to AI at work;

Amendment

3. Urges the Commission and the Member States to ensure that the implementation of AI enforces the dialogue between social partners and to allow trade unions access to the work floor, albeit in digital form, in order to promote collective bargaining and guarantee a human-centred ***and intersectional*** approach to AI at work;

Or. en

Amendment 80
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Recalls that AI systems will not undermine human autonomy. The objective of trustworthy, ethical and anthropocentric AI can only be achieved by ensuring an appropriate involvement by human beings in relation to high-risk AI applications. Urges the Commission to strongly support an anthropocentric approach based on Communication, on Building Trust, as well as take into account the input obtained during the piloting phase of the Ethics Guidelines prepared by the High-Level Expert Group on AI;

Or. en

Amendment 81

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3a. Underlines that special attention must be paid to data collected at the workplace with the help of AI, in particular if it is used for human resources decisions; calls on social partners at company level to jointly analyse and monitor the deployment of AI; calls on the Commission and social partners to analyse the need for special provisions on data protection at the workplace in the context of AI; stresses that workers are the owners of their data, even after the end of an employment relationship;

Or. en

Amendment 82
Jordi Cañas

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Urges the Commission and the Member States to develop specific institutional support programmes to boost the digital transformation of Micro, Small and Medium Enterprises (MSMEs) and the self-employed, especially for the lowest paid categories where jobs can be routinized or where technical expertise lies elsewhere, as they are potentially at highest risk for computerisation;^{1a}

^{1a} Terri L. Griffith, Chester Spell and Katerina Bezrukova (2019), *The Impact of Artificial Intelligence on Self-Employment*, CRSE.

Or. en

Amendment 83
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Calls on the Commission and the Member States to adopt communication strategies in order to enable smooth transposition of the changes brought by the development of AI. Calls on the special attention to be paid to providing detailed information on the changes to the workers, trade unions and social partners and thus prevent the spread of misinformation and hoaxes;

Amendment 84
Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Calls on the Commission and the Member States to step up investments in quality digital infrastructure and equipment, including the development of the 5G network, especially in rural, sparsely populated, remote and peripheral areas in order to ensure that the EU takes a leading role in shaping the digital age;

Or. en

Amendment 85
Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Calls on the Member States to ensure that all households and public institutions have access to electricity and high-speed internet as well as the necessary equipment and IT tools, which are key for improving the digital skills and for providing equal access for all to advanced technologies such as AI;

Or. en

Amendment 86
Jordi Cañas

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. *Calls on Member States to assess the technological and non-technological barriers that hinder access to robots and wearable robotic devices such as occupational exoskeletons and active prosthetics by workers, especially ageing workers, workers with disabilities and those in physically demanding jobs;*

Or. en

Amendment 87

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 4

Draft opinion

Amendment

4. Recalls the importance of cooperation between academics, industry, social partners and governments ***on research and innovation in digital technologies***, so that all human aspects are taken into account¹ ;

4. Recalls the importance of cooperation between academics, industry, social partners and governments ***regarding the digital transition***, so that all ***social and human*** aspects are taken into account¹ ;

¹ European Agency for Safety and Health at Work, 'Digitalisation and occupational safety and health – An EU-OSHA research programme', p. 10.

¹ European Agency for Safety and Health at Work, 'Digitalisation and occupational safety and health – An EU-OSHA research programme', p. 10.

Or. en

Amendment 88

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion
Paragraph 4

Draft opinion

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research and innovation in digital technologies, so that all human aspects are taken into account¹ ;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Amendment

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research and innovation in digital technologies, so that all human aspects are taken into account¹ ; ***stresses the need to ensure stable and adequate funding for European research programmes on artificial intelligence (AI)***;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Or. en

Amendment 89

Dragoş Pîslaru, Radka Maxová, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

**Draft opinion
Paragraph 4**

Draft opinion

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research and innovation in digital technologies, so that all human aspects are taken into account¹ ;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Amendment

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research and innovation in digital technologies, so that all human aspects are taken into account¹ ***and that proper and rigorous testing and training frameworks exist in the implementation of AI***;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Or. en

Amendment 90
Ádám Kósa

Draft opinion
Paragraph 4

Draft opinion

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research and innovation in digital technologies, so that all human aspects are taken into account¹;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Amendment

4. Recalls the importance of cooperation between academics, industry, social partners and governments on research, ***ensuring social sustainability*** and innovation in digital technologies, so that all human aspects are taken into account¹;

¹ European Agency for Safety and Health at Work, ‘Digitalisation and occupational safety and health – An EU-OSHA research programme’, p. 10.

Or. hu

Amendment 91
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Considers that it should be mandatory for users, including workers, and consumers to be informed when a system uses AI, particularly with regard to personalised products or services, and to receive meaningful information, in easily understandable and accessible form, on all ethical aspects of AI applications relevant to them, to take informed decisions; stresses the importance of understanding how algorithms process and value data and how this can be

limited or stopped; highlights the need for competence development through training and education for workers and their representatives with regard to AI in the workplace to better understand the implications of AI solutions;

Or. en

Amendment 92
Stelios Kypourpoulos, Ádám Kósa, Loucas Furlas

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Reiterates the importance of such cooperation for better and timely monitoring and data gathering, with the aim of anticipating new types of jobs and necessary skills, and in general the short and long-term impact of AI on the labour market;

Or. en

Amendment 93
Margarita de la Pisa Carrións

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Underlines the need to involve all human sciences, such as anthropology, axiology, ethics, philosophy, sociology and others, to make sure that machines serve humanity without dehumanising individuals;

Or. es

Amendment 94
Kim Van Sparrentak

Draft opinion
Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, **must not discriminate against** workers and vulnerable groups **or** reinforce inequalities on the pretext of gender, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, **cannot infringe the right to non-discrimination enshrined in Article 21 of the European Charter of Fundamental Rights** of workers and vulnerable groups **nor** reinforce inequalities on the pretext of gender, age, disability or nationality; **Calls on the Commission to put in place adequate safeguards in the announced AI regulation to counter discrimination by AI by ensuring that the information or datasets used to run or train AI used on the workplace represent diversity and are not biased, including tools like consumer-sourced rating systems, which can reflect biased and discriminatory practices towards workers;**

Or. en

Amendment 95
Ádám Kósa

Draft opinion
Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, **must not discriminate against** workers and vulnerable groups **or** reinforce inequalities on the pretext of gender, age,

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, **must not discriminate against** workers and vulnerable groups **or** reinforce inequalities on the pretext of gender, age,

disability or nationality;

disability or nationality; *the principles of equality and non-discrimination must be respected in the design, development, deployment, application and evaluation of AI and systems integrating machine learning in particular, and it must be ensured that such systems are subject to adequate safeguards and oversight;*

Or. hu

Amendment 96

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of gender, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities *inter alia* on the pretext of gender, age, disability *and health state* or nationality; *underlines the need to provide information in a simple and understandable manner regarding the use of the AI in recruitment processes or work-related administrative processes as explainability of the basic features of algorithms is a pre-condition for an ethical usage;*

Or. en

Amendment 97 Jordi Cañas

Draft opinion Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of gender, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes ***or people management through algorithmic management***, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of gender, age, disability or nationality; ***encourages technology companies to involve disadvantaged persons in the development of their products and services to enhance inclusiveness in the digital sphere and bridge the digital divide***;

Or. en

Amendment 98

France Jamet

Draft opinion

Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers ***and vulnerable groups*** or reinforce inequalities on the pretext of gender, age, disability or ***nationality***;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers or reinforce inequalities on the pretext of gender, age, disability or ***political opinions***;

Or. fr

Amendment 99

Ádám Kósa

Draft opinion

Paragraph 5

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Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of **gender**, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of **sex**, age, disability or nationality;

Or. en

Amendment 100

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

**Draft opinion
Paragraph 5**

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on **the pretext of** gender, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities **based** on gender, age, disability or nationality;

Or. en

Amendment 101

Stelios Kypourouopoulos, Ádám Kósa, Loucas Furlas

**Draft opinion
Paragraph 5**

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work

and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of gender, age, disability or nationality;

and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities **and bias** on the pretext of gender, age, disability or nationality, **health condition and motherhood**;

Or. en

Amendment 102
Antonius Manders

Draft opinion
Paragraph 5

Draft opinion

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups or reinforce inequalities on the pretext of gender, age, disability or nationality;

Amendment

5. Recalls that the use of AI applications, algorithms and process development affecting all aspects of work and workers' rights, such as recruitment processes, must not discriminate against workers and vulnerable groups **including elderly workers**, or reinforce inequalities on the pretext of gender, age, disability or nationality;

Or. en

Amendment 103
Kim Van Sparrentak

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Calls on the Commission and Member States to ensure appropriate protection of workers' rights and well-being, such as non-discrimination, privacy, human dignity and protection against exploitation by employers in the use of AI in the workplace, including prediction and flagging tools to predict

employees behaviour and identify or deter rule-breaking or fraud, remote monitoring and time tracking software, and including algorithmic management of work activities, such as automated nudges, real-time progress monitoring and monitoring of performance metrics and decision-making with the help of AI, which can allow employers to compromise on what constitutes paid work time and can put excessive pressure on workers;

Or. en

Amendment 104
Jordi Cañas

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. *Encourages the Commission, Member States and companies to assess and balance the potential risks of algorithmic management of people and workers, in particular its lack of transparency, the potential feeling of loneliness and isolation and the potential challenges to workers' right to privacy^{3a} against the potential benefits such the early identification of stress, health problems and fatigue, the reduction of the exposure to harassment and violence, and the overall support of evidence-based prevention, risk assessment and targeted occupational safety and health (OSH) and inspections;^{3b}*

^{3a} *M van Rijmenam (2020), Algorithmic Management: What is it (and what's next)?, available at <https://vanrijmenam.nl/algorithmic-management-what-is-it-whats-next/>; M Möhlmann and L Zalmanson (2017), Hands on the wheel: Navigating*

algorithmic management and Uber drivers' autonomy, proceedings of the International Conference on Information Systems (ICIS 2017), December 10-13, Seoul

^{3b} OSHA (2021), Impact of Artificial Intelligence on Occupational Safety and Health, Policy Brief

Or. en

Amendment 105
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. *Calls on the Commission and the Member States to establish a regulatory body with expertise in analysing algorithmic systems and conducting a risk assessment study to classify algorithm types and application domains by impact on the workers;*

Or. en

Amendment 106
Peter Lundgren

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. *Calls on the Commission to regulate algorithms, to avoid too much power on internet platforms to judge (il) legality and to protect the European fundamental right of freedom of expression;*

Amendment 107

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion

Paragraph 5 a (new)

Draft opinion

Amendment

5a. Underlines that the EU should position itself as a global leader in the development of ethical and legal norms and standards for the use of AI;

Or. en

Amendment 108

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 5 a (new)

Draft opinion

Amendment

5a. Reiterates its call for a prohibition of the use of AI in recruitment processes;

Or. en

Amendment 109

Jordi Cañas

Draft opinion

Paragraph 5 b (new)

Draft opinion

Amendment

5b. Notes that managerial decisions suggested by AI should be subject to checks by human beings who should remain legally responsible for the decision

and the outcomes; stresses the need to work out the enforceability of the “right not to be subject to a decision which is based solely on automated processing and which produces legal effects or significantly affects data subjects” as well as of the right to obtain an explanation of the decision based solely on automated processing where the data subject has given his or her explicit consent recognised in Regulation (EU) 2016/679 recital 71;

Or. en

Amendment 110
Kim Van Sparrentak

Draft opinion
Paragraph 5 b (new)

Draft opinion

Amendment

5b. Reiterates that any use of AI at work must respect and adequately safeguard the right not to be subject to a decision based solely on automated processing enshrined in Article 22(1) of Regulation (EU) 2016/679 (GDPR), which means there must be human oversight; Calls on the Commission and Member States to ensure a form of legitimate trust in employer-employee relations, where in case of divergence between AI results affecting an employee’s position and statements made by managerial staff that affect an employee’s position, the latter prevails;

Or. en

Amendment 111
Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion
Paragraph 5 b (new)

Draft opinion

Amendment

5b. Notes the considerable potential of the small and medium-sized enterprises (SMEs) operating on the digital single market; stresses the need for sufficient financial and organisational support for innovations and improving the digital skills of employees in this sector;

Or. en

Amendment 112

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 5 b (new)

Draft opinion

Amendment

5b. Underlines that AI must not reinforce gender inequalities and stereotypes by transforming analogue biases and prejudices into digital ones through algorithms;

Or. en

Amendment 113

Kim Van Sparrentak

Draft opinion
Paragraph 5 c (new)

Draft opinion

Amendment

5c. Stresses in case of use of AI in the workplace employers must be transparent about the fact they use AI, the parameters the algorithms take into account and the way AI is used;

Amendment 114
Kim Van Sparrentak

Draft opinion
Paragraph 5 d (new)

Draft opinion

Amendment

5d. Points out the potential of digital solutions, such as teleworking and AI applications, to support the integration of people with disabilities in the labour market;

Or. en

Amendment 115
Dragoş Pişlaru, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituţa

Draft opinion
Paragraph 6

Draft opinion

Amendment

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld;

6. Recalls the adoption of the Council Recommendation on Access to social protection for workers and the self-employed and strongly reiterates the need to ensure platform workers as well as workers in the gig economy have access to adequate to and coverage from social protection; considers that a legislative framework that has the aim of regulating telework conditions across the Union should be introduced;

Or. en

Amendment 116
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell,

Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 6

Draft opinion

6. Reiterates its call for legal protection **for** platform workers **and teleworkers**, as well as recognition of their status as such, to ensure **that their entitlement** to full social security protection **is upheld**;

Amendment

6. Reiterates its call for legal protection **of** platform workers, as well as **the** recognition of their status as such; **calls on the Member States** to ensure **full access** to full social security protection **for platform workers**;

Or. en

Amendment 117
Kim Van Sparrentak

Draft opinion
Paragraph 6

Draft opinion

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to **full social security** protection is upheld;

Amendment

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to **labour rights and** social protection is upheld; **Labour-intensive platforms exerting the prerogatives of employers should abide to all the legal obligations that this entails in terms of payment of income tax, financing of social protection, responsibility for health and safety, due diligence and corporate social responsibility and the employee status of their workers should be acknowledged through the rebuttable assumption of an employment relationship**;

Or. en

Amendment 118
Ádám Kósa

Draft opinion
Paragraph 6

Draft opinion

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld;

Amendment

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to social security protection is upheld, ***and stresses that the situation where decisions on platform workers are defined mostly by algorithms based on AI, as a result of the ever increasing application of AI, must be dealt with appropriately;***

Or. hu

Amendment 119
Jordi Cañas

Draft opinion
Paragraph 6

Draft opinion

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld;

Amendment

6. Reiterates its call for legal protection for platform workers and teleworkers, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld; ***calls on the Commission to propose a legislative framework with a view to regulating telework conditions across the EU and ensure decent working and employment conditions in the digital economy;***

Or. en

Amendment 120
Daniela Rondinelli, Chiara Gemma

Draft opinion
Paragraph 6

Draft opinion

6. Reiterates its call for legal protection for platform workers *and* teleworkers, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld;

Amendment

6. Reiterates its call for legal protection for platform workers, teleworkers *and workers in the gig economy*, as well as recognition of their status as such, to ensure that their entitlement to full social security protection is upheld;

Or. it

Amendment 121
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Adam Kósa, Eugen Tomac, Krzysztof Hetman, Anne Sander

Draft opinion
Paragraph 6 a (new)

Draft opinion

Amendment

6a. *Highlights the potential of artificial intelligence to mitigate the inequalities in society and stresses the need to focus on the solutions provided by the artificial intelligence that can help the most vulnerable groups like persons with disabilities or persons living in remote or rural areas to improve their opportunities on the labour market;*

Or. en

Amendment 122
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 6 a (new)

Commission and the Member States to cooperate in the collection of quality and diverse data ensuring the unbiased AI to avoid possible collateral deepening of inequalities in the society;

Or. en

Amendment 125

Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Alin Mituţa

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Commission to **improve labour** conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, **quality employment and** wages, the right to disconnect, **the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity;**

Amendment

7. Calls on the Commission to **research and distribute good practices in ensuring adequate social protection and adequate working** conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, **decent** wages, the right to disconnect, **options for skilling and re-skilling, including digital skills;**

Or. en

Amendment 126

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Commission to improve **labour** conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to

Amendment

7. Calls on the Commission to improve **the working and employment** conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, quality employment and **decent** wages, the right to disconnect, the

offer perpetual digital retraining, **and full, transparent checks of employees' online identity**;

obligation of employers to offer perpetual digital retraining;

Or. en

Amendment 127

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal **in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity**;

Amendment

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal;

Or. en

Amendment 128

Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Ilana Cicurel, Véronique Trillet-Lenoir, Samira Rafaela

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, **quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online**

Amendment

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, **access to adequate social protection, fair and transparent working conditions, decent wages, right to collective representation, right to disconnect, training offers**

identity;

enabling skilling and re-skilling, as well as reliable verification processes of the platform user's identities;

Or. en

Amendment 129
Kim Van Sparrentak

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Commission to **improve labour** conditions **for platform** workers in **its upcoming legislative proposal** in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer **perpetual** digital retraining, and full, transparent checks of employees' online identity;

Amendment

7. Calls on the Commission to **propose a directive on decent working conditions and rights in the digital economy, covering all workers, including non-standard workers on atypical contracts, workers in platform companies and the self-employed**, in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer **lifelong** digital retraining, and full, transparent checks of employees' online identity **as well as their right to organise, to be represented by trade unions and to negotiate collective agreements; Calls on the Commission to ensure mandatory human oversight for managerial decisions, such as hiring and or firing employees and appraisals;**

Or. en

Amendment 130
Stelios Kypouropoulos, Loucas Fourlas

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity;

Amendment

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal ***with full respect of their labour rights*** in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity;

Or. en

Amendment 131

Ádám Kósa

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Commission to improve labour conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity;

Amendment

7. ***Given that the cross-border nature of platform-based companies and the ensuing uncertainty in connection with rights and obligations, as well as the lack of transparency in the algorithm-based governance of the workforce makes it harder for employees to exercise their rights, calls on the Commission to handle the issue of uncertain labour conditions and insufficient social protection at an EU level with due consideration of the national labour market models of Member States in order*** to improve labour conditions for platform workers in its upcoming legislative proposal in order to guarantee healthy and safe working environments, quality employment and wages, the right to disconnect, the obligation of employers to offer perpetual digital retraining, and full, transparent checks of employees' online identity;

Amendment 132
Daniela Rondinelli, Chiara Gemma

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Recalls that the flexibility and self-organisation of workers must not be synonymous with disproportionate surveillance or the misuse of digital technology in a way that causes or fuels discrimination or exploitation;

Or. it

Amendment 133
Kim Van Sparrentak

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Calls on the Commission to ensure that platform workers can exercise an effective right to data portability, their consumer-sourced ratings being included in the data;

Or. en

Amendment 134
Kim Van Sparrentak

Draft opinion
Paragraph 8

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²); ***stresses that 90% of jobs require basic digital skills^{3a} and women only represent 17% of people in ICT^{4a} studies and careers in the EU^{5a} and only 36% of STEM^{6a} graduates^{7a}, despite the fact that girls outperform boys in digital literacy^{8a}; highlights the importance of education and skills development to address gender bias and support gender equality and calls for increased efforts on both the national and European level to break this gender imbalance;***

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

^{3a} ***European Commission, ‘ICT for Work: Digital Skills in the Workplace’, 2017.***

^{4a} ***Information and Communications Technology.***

^{5a}

<https://ec.europa.eu/eurostat/web/product-s-eurostat-news/-/EDN-20180425-1>.

^{6a} ***Science, Technology, Engineering and Mathematics.***

^{7a} ***<https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>.***

^{8a} ***2018 International Computer and***

Amendment 135

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda *and* the Digital Education Action Plan, *so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their* national vocational and professional training and upskilling programmes *so as* to ensure *digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²)*;

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Amendment

8. Calls on the Commission and the Member States to update the European Skills Agenda, the Digital Education Action Plan *as well as* national vocational and professional training and upskilling programmes, *to better address the challenges of adapting and acquiring qualifications and knowledge, in view of the ecological and digital transition, including ethical aspects of AI; underlines the need to make ethical aspects of AI and the development of skills for ethical purposes an integral part of any education and training curricula for developers and people working with AI; recalls that developers, programmers, decision-makers and companies dealing with AI must be aware of their ethical responsibility; considers it likewise important* to ensure *that end users and consumers are provided with comprehensive information and that there are regular exchanges between all relevant stakeholders in this regard*;

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Amendment 136

Dragoş Pîslaru, Radka Maxová, Atidzhe Alieva-Veli, Samira Rafaela, Ilana Cicurel, Sylvie Brunet, Stéphane Bijoux, Véronique Trillet-Lenoir, Marie-Pierre Vedrenne, Alin Mituța

Draft opinion

Paragraph 8

Draft opinion

8. ***Calls on the Commission and the Member States to update the*** European Skills Agenda and the Digital Education Action Plan, ***so that*** workers ***can upskill*** and become qualified for the ***challenges of the*** future world of work; calls on the Member States to ***update*** their national vocational and professional training and upskilling programmes so as to ***ensure*** digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Amendment

8. ***Welcomes the Commission's updated*** European Skills Agenda and the ***new*** Digital Education Action Plan (2021-2027), ***which will help*** workers ***to up and re-skill*** and become qualified for the future world of work ***and manage the digital wave***; ***further welcomes the recently adopted Council Recommendations on VET and*** calls on the Member States to ***swiftly implement it by updating*** their national vocational and professional training and upskilling programmes so as to ***enhance*** digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. en

Amendment 137

Ádám Kósa

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill

Amendment

8. ***Stresses the urgent need for adaptation if Europe wants to satisfy emerging learning needs, and wants to enter the digital era, and since a more***

and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

comprehensive and systematic approach to education and training is necessary to establish an environment enabling continuous and life-long learning, calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. hu

Amendment 138

Jordi Cañas

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers ***can upskill and*** become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

Amendment

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that ***skills and qualifications needed to enhance employability, work efficiently and effectively alongside machines and boost digital skills are looked into and promoted and*** workers ***given a speedy access to training and retraining that allows them*** to become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and

upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. en

Amendment 139
Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion
Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Amendment

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²); ***stresses the crucial importance of lifelong learning, including individualised lifelong learning, to help workers adapt to the changing needs of the labour market;***

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. en

Amendment 140

Stelios Kypouropoulos, Loucas Fourlas, Ádám Kósa

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Amendment

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training and upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²) **and address a possibly increasing divide between highly skilled and low-skilled workers;**

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. en

Amendment 141

Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Ádám Kósa, Eugen Tomac, Krzysztof Hetman, Tomáš Zdechovský, Anne Sander

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can upskill

Amendment

8. Calls on the Commission and the Member States to update the European Skills Agenda and the Digital Education Action Plan, so that workers can **reskill or**

and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training **and** upskilling programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

upskill and become qualified for the challenges of the future world of work; calls on the Member States to update their national vocational and professional training, **reskilling**, upskilling **and lifelong learning** programmes so as to ensure digital literacy and promote digital inclusion (on average, 16 % of EU workers fear that digitalisation will render their skills outdated²);

² Cedefop, ‘Artificial or human intelligence? Digitalisation and the future of jobs and skills: opportunities and risks’, p. 3.

Or. en

Amendment 142

Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginel, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion

Paragraph 8 a (new)

Draft opinion

Amendment

8a. Recalls that women are under-represented at all levels in the digital sector in Europe, from students (32% at Bachelor, Master or equivalent level) up to top academic positions (15%). The gap is largest in ICT sector, where only 18% are women in the EU.[1] Highlights that participation of girls and women in the field of science, technology, engineering, arts and mathematics (STEM) must be actively promoted through concrete policy action to foster their full participation and inclusion in the digital economy, as they only represent 36% of STEM graduates[4], despite the fact that girls outperform boys in digital literacy^[5];

[1] <https://ec.europa.eu/digital-single-market/en/news/digital-economy->

scoreboard-shows-women-europe-are-less-likely-work-or-be-skilled-ict[4]https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en

[4] https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en

[5] 2018 International Computer and Information Literacy Study (ICILS).

Or. en

Amendment 143
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8a. Takes note of the skills gap currently visible in the European labour market and the need for upskilling and reskilling; calls for increased focus on reskilling and upskilling of digital dexterities and competences in national education systems; Recalls the necessity for training projects on supporting employment and career paths of women and persons with disabilities in the digital sector. Calls on the Commission to strongly support the achievement of these key principles and the implementation of the actions and measures for this purpose by means of funds provided via the Just Transition Fund and the Digital Europe Programme;

Or. en

Amendment 144
Daniela Rondinelli, Chiara Gemma

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8a. Reiterates the need to fully involve women in the process of digitising work and society in order to close the current gender gap, both through a large-scale digital literacy operation designed to spread knowledge and awareness of the opportunities and risks linked to the use of new technologies and by promoting initial and further study of STEM subjects by young women;

Or. it

Amendment 145
Stelios Kypouropoulos, Ádám Kósa, Loucas Furlas

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8a. Underlines the need to design education and training modules for mid-career professionals to allow themselves to re-skill and prepare for job transitions;

Or. en

Amendment 146
Stelios Kypouropoulos, Ádám Kósa, Loucas Furlas

Draft opinion
Paragraph 8 b (new)

Draft opinion

Amendment

8b. Stresses the need to integrate STEM courses in different education levels as well as transversal and horizontal soft skills and critical thinking;

Amendment 147

Stelios Kypouropoulos, Ádám Kósa, Loucas Furlas

Draft opinion

Paragraph 8 c (new)

Draft opinion

Amendment

8c. Stresses the importance of mobilising available EU funds in order to boost the uptake of AI by SMEs and enable them to have better access to datasets of good quality, as well as attract talent;

Amendment 148

Anna Zalewska, Elżbieta Rafalska, Beata Szydło

Draft opinion

Paragraph 9

Draft opinion

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies **and to safeguard workers' psychological and mental balance through expert support and an EU directive on work-related stress.**

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies.

Amendment 149

Stelios Kypouropoulos, Ádám Kósa, Loucas Furlas

Draft opinion

Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support **and an EU directive on work-related stress.**

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support.

Or. en

Amendment 150
Margarita de la Pisa Carrións

Draft opinion
Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of **human-machine synergies** and to safeguard workers' psychological and mental balance through expert support and an EU directive on work-related stress.

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of **the use of machines** and to safeguard workers' psychological, **emotional** and mental balance through expert support and an EU directive on work-related stress.

Or. es

Amendment 151
Peter Lundgren

Draft opinion
Paragraph 9

Draft opinion

9. Calls on the Commission **and the Member States** to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and

Amendment

9. Calls on the Commission to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive

an EU directive on work-related stress.

on work-related stress.

Or. en

Amendment 152

Kim Van Sparrentak

Draft opinion

Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive on *work-related stress*.

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive on *the prevention of psychosocial risks; in this context, stresses the need for employees in the digital sector reviewing content moderation notifications or decisions to be well trained and have access to psychological support*;

Or. en

Amendment 153

Ádám Kósa

Draft opinion

Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive on work-related stress.

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive on work-related stress, *with particular regard to the changes stemming from the spread of working*

from home.

Or. hu

Amendment 154

Jordi Cañas

Draft opinion

Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance through expert support and an EU directive on work-related stress.

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental balance ***by, inter alia, communicating with transparency about the changes in business needs***, through expert support and an EU directive on work-related stress; ***calls on EU-OSHA to include these aspects in the EU-wide Healthy Workplaces Campaign dedicated to digitalisation and OSH to be launched in 2023;***

Or. en

Amendment 155

Daniela Rondinelli, Chiara Gemma

Draft opinion

Paragraph 9

Draft opinion

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' psychological and mental ***balance*** through expert support and an EU directive on work-related stress.

Amendment

9. Calls on the Commission and the Member States to improve occupational health and safety regulations in the context of human-machine synergies and to safeguard workers' ***work-life balance as well as their*** psychological and mental ***welfare*** through expert support and an EU

directive on work-related stress.

Or. it

Amendment 156
Jordi Cañas

Draft opinion
Paragraph 9 a (new)

Draft opinion

Amendment

9a. *Highlights the importance of funding and delivering digital literacy programmes for persons with disabilities and calls on Member States to facilitate the access of persons with disabilities to assistive devices and connectivity, as well as digital upskilling and reskilling programmes;*

Or. en

Amendment 157
Margarita de la Pisa Carrións

Draft opinion
Paragraph 9 a (new)

Draft opinion

Amendment

9a. *Recalls the importance of education in values and the cultivation of human virtues, making it possible to go beyond individual interests and to safeguard the common good in relation to both work and civil society.*

Or. es

Amendment 158
Lina Gálvez Muñoz, Estrella Durá Ferrandis, Manuel Pizarro, Alicia Homs Ginell, Elisabetta Gualmini, Vilija Blinkevičiūtė

Draft opinion
Paragraph 9 a (new)

Draft opinion

Amendment

9a. Points out that access to AI solutions is closely linked to access to high speed internet and therefore broadband coverage should be a priority in order to avoid discrimination and unequal access to these technologies;

Or. en

Amendment 159
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 9 a (new)

Draft opinion

Amendment

9a. Calls on the Commission and the Member States to work on a legal framework for liability in situations when workers co-operate with robots or are coordinated by AI in “smart factories” and “smart manufacturing”;

Or. en

Amendment 160
Miriam Lexmann, Gheorghe Falcă, Stelios Kypouropoulos, Radan Kanev, Eugen Tomac, Krzysztof Hetman, Anne Sander

Draft opinion
Paragraph 9 a (new)

Draft opinion

Amendment

9a. Calls on the European Labour Authority to take leadership in facilitation of the transformation process towards a social-digital economy;

Amendment 161
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 9 b (new)

Draft opinion

Amendment

9b. Urges the Commission and the Member States to provide the necessary resources by means of funds delivered by MFF and NGEU, in order to accommodate structural and regional changes in all sectors heavily hit on employment and social protection systems by digital transition - such as industries, services, public administration or agriculture - to prevent those sectors and/or regions from being plagued with mass-unemployment;

Or. en

Amendment 162
Jordi Cañas

Draft opinion
Paragraph 9 b (new)

Draft opinion

Amendment

9b. Invites Member States to extend the application of the Directive on the accessibility of the websites and mobile applications of public sector bodies to “private entities that offer facilities and services which are open or provided to the public” as stated in recital 34 of said Directive.

Or. en

Amendment 163
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 9 c (new)

Draft opinion

Amendment

9c. Calls for structurally targeted policies and programs that will accompany the digital transformation for workers and citizens, with appropriate consideration for rural and border areas and islands; Points out that the digital infrastructure must be developed in such a way, that workers and citizens may improve upon their skills on digitalisation;

Or. en

Amendment 164
Konstantinos Arvanitis, Leila Chaibi

Draft opinion
Paragraph 9 d (new)

Draft opinion

Amendment

9d. Calls on the Commission and the Member States to promote - in regard to the yielding benefits of digitalisation, robotisation and AI - the general reduction of weekly working hours, with no effect on wages, so that production remains proportionally distributed to the current human work force and redundancies are averted;

Or. en