

Digital monitoring, Algorithmic Management and AI at work in the EU Member States



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European Employment and Social Outlook
Working Paper – 2026/03

European Employment and Social Outlook Working Papers (EESO Working Papers) are written by the staff of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion in collaboration with the staff of other services of the European Commission and/or other European Union Agencies or institutions.

Manuscript completed in July 2026

First edition

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ISSN 3094-6417 ISBN 978-92-68-40358-7
doi:10.2767/9084805 KE-01-26-067-EN-N

– **European Commission**

Directorate-General for Employment, Social Affairs and Inclusion
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Contents

Acknowledgements	3
Authors	3
Executive summary	4
Policy context	4
Key conclusions	4
Main findings	4
1. Introduction	5
2. Digital Monitoring, Algorithmic Management and the Platformisation of Work	6
2.1. The AIM-WORK survey: methodology and key findings on digital monitoring, AI and Algorithmic Management	6
2.2. Digital Monitoring in the EU	8
2.3. AI adoption and use: drivers and barriers	13
2.4. Algorithmic Management adoption and use	16
3. Country fiches	19
3.1. Austria	19
3.2. Belgium	25
3.3. Bulgaria	31
3.4. Croatia	37
3.5. Cyprus	43
3.6. Czechia	49
3.7. Denmark	55
3.8. Estonia	61
3.9. Finland	67
3.10. France	73
3.11. Germany	79
3.12. Greece	85
3.13. Hungary	91
3.14. Ireland	97
3.15. Italy	103
3.16. Latvia	109
3.17. Lithuania	115
3.18. Luxembourg	121
3.19. Malta	127
3.20. Netherlands	133
3.21. Poland	139
3.22. Portugal	145
3.23. Romania	151
3.24. Slovakia	157
3.25. Slovenia	163
3.26. Spain	169
3.27. Sweden	175
4. Conclusions	181
References	183
List of figures	186
List of tables	193

Abstract

The use of digital tools at work is pervasive in the EU. It enables data-driven management practices such as digital monitoring and algorithmic management, complex and emerging phenomena in the EU. Their prevalence and impacts differ significantly across Member States, making it urgent and essential to clearly map their geography in the EU. Based on data from the recent AIM-WORK survey, this report presents a set of 27 country fiches representing the country specificities of these relevant phenomena. To operationalise measurement of the extent and use of both digital monitoring and algorithmic management, the paper uses the concept of platformisation of work, which conveys the combination of digital tool usage, digital monitoring and algorithmic management in European workplaces.

Acknowledgements

The authors are grateful for the comments and suggestions of Thimo de Schouwer, Enrique Fernández Macías, and Carin Håkansta.

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Executive summary

The digital transformation of the European workplace has reached a stage of maturity. Nine out of ten EU workers use digital devices, and nearly one-third have integrated Artificial Intelligence (AI) tools—particularly Large Language Models (LLMs)—into their work routines. This generalised digitisation of work has implications in terms of work organisation and working conditions that need to be better understood. The 2024–2025 AIM-WORK survey provides the most comprehensive European dataset to date on these trends, covering over 70,000 interviews across all 27 EU Member States. It examines the prevalence of digital monitoring (DM), algorithmic management (AM), and AI adoption, revealing significant geographic and sectoral disparities.

The main purpose of this working paper is to provide a set of 27 country fiches, one for each Member State, synthesising key evidence from the AIM-WORK survey for each country on the use of digital tools in the workplace, including Artificial Intelligence, as well as on digital monitoring, algorithmic management and the platformisation of work. The fiches aim to be a useful resource for researchers and policymakers with an interest in the country-specific reality around the platformisation of work.

Policy context

Algorithmic management is a key policy priority of the European Union. As part of the recently adopted Quality Jobs Roadmap, the European Commission has launched a consultation of social partners on this matter.

Key conclusions

The fiches summarise, in a comparable structure, how each Member State stands relative to the EU on these dimensions, drawing on the AIM-WORK Survey. The aim is descriptive and diagnostic rather than explanatory or prescriptive: to provide policymakers and researchers with a clear, country-by-country reference of where each labour market sits along these axes, and to surface the contrasts that motivate further analytical work.

Main findings

The data shows that Central and Eastern European countries exhibit the highest levels of digital monitoring, including intrusive forms like CCTV. In contrast, Northern and Western European countries show the lowest adoption rates despite being highly digitalised.

Algorithmic management shows lower prevalence than digital monitoring, but it is still quite significant, presenting significant differences across Member States. The highest reporting of algorithmic management occurs in Spain, Poland, Ireland, and Romania, while the lowest prevalence is found in Greece, Bulgaria, Hungary, and the Netherlands.

In terms of platformisation of work (combining digital tool usage, digital monitoring and algorithmic management), there is also a clear geographical divide, with Central and Eastern European Member States generally showing significantly higher levels than their Western European peers. Institutional frameworks, including regulation and the role of social partners, appear to play a key role in this heterogeneous picture. The AIM-WORK database also provides a useful snapshot of AI usage in the workplace across the EU. The data suggest an increasing use of AI tools for work-related purposes: around 30% of EU workers have used AI in the last 12 months, with prevalence of use ranging from around or above 40% in Denmark, Belgium and the Netherlands to below 20% in Bulgaria, Romania or Greece. Workers perceive the impact of AI on their work positively.

1. Introduction

As part of a research programme on the changing nature of work in the EU, in 2024-2025 the European Commission's Joint Research Centre and the Directorate-General for Employment, Social Affairs and Inclusion conducted a worker survey on the Impact of Algorithmic Management and Artificial Intelligence in the Workplace (AIM-WORK), which includes responses from 70,316 individuals in all EU Member States. The analysis of the AIM-WORK data reveals significant country variation in terms of both prevalence and impacts of digital tool usage, AI usage, digital monitoring, algorithmic management and the platformisation of work. While the analysis of EU-level data is crucial to inform EU policy discussions, it is also essential to understand the situation in each Member State.

This report addresses the lack of scientific evidence at country level on the extent and characteristics of platformisation with a set of 27 country fiches based on the AIM-WORK survey. Each of the fiches delves into the details of digital device usage, prevalence of AI at work, digital monitoring, algorithmic management and a combined measurement of digital monitoring and algorithmic management (platformisation of work) for each Member State. The fiches aim to serve as a compass for national and regional policy makers to understand the complexity of these phenomena in their country or region, informing country-specific policy discussions. The paper is structured as follows. Section 2 serves as an umbrella overview of the key concepts and data, with Section 3 including one subsection by Member State.

2. Digital Monitoring, Algorithmic Management and the Platformisation of Work

This section presents a review of existing literature on digital monitoring and algorithmic management. The review reveals that the current body of quantitative evidence on the main determinants of these cross-country differences in Artificial Intelligence (AI), digital monitoring and Algorithmic Management (AM) adoption is still limited. This paper aims to contribute to filling this gap by providing insights into cross-country disparities in AI, AM, and digital monitoring adoption and by discussing potential drivers of these differences based on existing literature.

2.1. The AIM-WORK survey: methodology and key findings on digital monitoring, AI and Algorithmic Management.

The AIM-WORK survey on the Impact of Algorithmic Management and Artificial Intelligence in the Workplace has aimed to fill an evidence gap in relation to prevalence, use, and possible impacts of use of digital monitoring, algorithmic management and AI in the workplace. AIM-WORK is representative of the working age population (16-64) living in private households in all 27 Member States of the EU, whose usual place of residence is the territory of the country, and who can speak the national language (or one of the national languages). Data collection took place in late 2024-early 2025 through Computer-Assisted Telephone Interviewing (CATI). In total, over 70,000 interviews were completed, exceeding the number initially agreed upon in the contract.

In relation to digital monitoring, key findings show that the **most common forms of digital monitoring at work involve the automatic monitoring of working hours and the use of track cards to monitor workers' entry, exit and/ or movement** (respectively, 37% and 36% of EU workers are subject to these forms of monitoring), while 14% of EU workers have their activities monitored through cameras. A similar percentage (14%) report being subject to monitoring of internet usage. The other forms of digital monitoring have a prevalence around or below 10%, including the monitoring of calls or e-mails (12%), of computer use (11%), of location in corporate vehicles (9%), and the monitoring of social media usage (7%). The use of sensors in the workplace is the least common form of digital monitoring in the EU, reported by just 4% of EU workers. The highest levels of digital monitoring are reported in Central and Eastern European Member States, in particular Slovenia, Czechia, Poland, Romania, Bulgaria, and Latvia, as well as in Malta and Cyprus. In relation to AI, **about one-third of respondents reported using AI-powered tools to perform their primary job responsibilities in the past 12 months**. The highest figures are observed in Northern and Western EU Member States, including Denmark, Belgium and the Netherlands, where nearly half of respondents declared doing so. Conversely, Eastern EU Member States tend to show lower rates, particularly Greece, Romania and Bulgaria. Regarding the **impact of AI-powered tools on work tasks**, a significant majority of respondents indicated that these tools make their work easier. This finding seems independent from socio-demographic characteristics such as age, education level, or gender. The second most common response was that AI-powered tools made no difference. Less than one in ten respondents in all Member States reported that AI-powered tools made their work lives more challenging.

In relation to Algorithmic Management, the most prevalent practices by employers include allocating rosters or shift hours via a digital device and allocating tasks via a digital device. For both, approximately one in five respondents reported being aware of such practices by their employer. Conversely, the results seem to indicate that, amongst the least used practices, are the use of customer ratings for automated work allocation, the definition of the rate of work set by a device

(both less than 5% of respondents), and automated cancelling or suspension of shifts based on performance (7%). The results of the AIM-WORK survey reveal that adoption of algorithmic management across EU countries is quite diverse.

Table 1. Key concepts

Digital Monitoring	Digital monitoring entails the use of the data collected through digital devices about the production process to monitor different aspects of work and workers themselves.
Algorithmic Management	Use of digital technologies to automate workforce management and coordination functions
Platformisation of work (see also below)	The concept of platformisation of work combines digital tools usage, digital monitoring and algorithmic management. Digital platforms constitute the most efficient form for coordinating multi-party interactions in digital networks, which explains why they are increasingly used to coordinate work. The growing digitisation of work processes both facilitates and fosters their subsequent platformisation. The platformisation of work, in our analysis, specifically entails an expansion of data-driven systems for work coordination, management and control—including digital monitoring and algorithmic management across various economic activities.
Artificial Intelligence	Technology enabling smart computer programs and machines to carry out some tasks that would typically require human intelligence. The use of AI captured in the AIM-WORK survey refers primarily to AI-driven tools used consciously by workers to assist them in their work, mostly AI chatbots such as ChatGPT, automated data analysis systems, predictive maintenance software and automated customer support.

Source: own elaboration

Furthermore, AIM-WORK data allows the classification of EU workers by level of platformisation, distinguishing between different categories of workers depending on (i) their level of digital tool usage, (ii) the prevalence and types of digital monitoring they are subject to, and (iii) the presence of different types of algorithmic management:

- **No use of digital tools and no platformisation:** workers who use no digital tools at work. 6% of EU workers fall under this category.
- **Use of digital tools but no platformisation:** workers who use digital tools, but are not under digital monitoring or algorithmic management systems. 33% of EU workers can be classified here.
- **Partial platformisation:** workers who use digital tools and are under mild forms of digital monitoring and algorithmic management (i.e. they are subject to at least one form of digital monitoring and one form of algorithmic management). This is the largest category of all, as 42% of EU workers can be classified here.
- **Informational platformisation:** this category is a specific type of partial platformisation that, however, deserves to be characterised separately as it specifically features simultaneously digital activity monitoring and algorithmic evaluation and is typical of office work. 9% of EU workers can be classified in this category.
- **Physical platformisation** would also be a specific type of partial platformisation that deserves to stand out as a separate category. This includes workers who are simultaneously subject to digital physical monitoring and algorithmic direction, a category typical of industrial activities under which 7% of EU workers can be classified.

- **Full platformisation:** this category includes those workers who use digital tools, and are under strong forms of both digital monitoring and algorithmic management, meaning that they are simultaneously under all the four main types of digital monitoring and algorithmic management. 2% of EU workers are fully platformised according to this classification, using AIM-WORK data.

2.2. Digital Monitoring in the EU

In available literature, digital monitoring has most commonly been defined as a collection and processing of information to influence and manage those whose data has been garnered (Fernández-Macías, 2023). The practice of employee monitoring is not a new phenomenon: at their core employee monitoring encompasses the basic tenets of Taylorism which is characterized by a continuous observation of workers to monitor task and time activity in order to boost productivity (Eurofound, 2020). Over the past two decades, the role of digital tools at the workplace has shifted from performing mostly tasks involving information processing purposes to monitoring the performance of workers and even beyond into behaviours and personal characteristics of the employee. The introduction of new digital technologies, increased data gathering and new organisational practices have paved the way for a new type of monitoring, commonly defined as digital monitoring (Ball, 2021).

Digital monitoring entails the use of data collected through digital devices about the production process to monitor different aspects of work and workers themselves (Gonzalez Vazquez et al., 2025). In current literature, different types of digital monitoring are identified: keystroke logging, monitoring emails, telephone calls and internet usage, tracking location and movements, predictive people analytics, e-recruitment and headhunting, and biometrics (Ball, 2021). A recent study that analysed AIM-WORK survey data identified three key types of digital monitoring: physical monitoring, activity monitoring and time monitoring (Gonzalez Vasquez et al., 2025). Physical monitoring refers to tracking and monitoring systems of the physical location of workers, either in the workplace (CCTV and sensors) or in corporate vehicles (GPS and mobile devices). Activity monitoring refers to the monitoring of activities carried out with digital tools, typical of office settings. This includes computer use (keystrokes, screen, or document usage), calls and e-mails, internet usage, and social media profiles or online public activities. Time monitoring refers to the use of digital systems to monitor working time as well as workers' entry, exit and/or movement, for instance with track cards, which implies a monitoring of the time spent in various locations.

Findings from the AIM-WORK survey (see previous subsection) are consistent with those of a recent OECD firm-level survey on algorithmic management¹ which shows that 44% of European firms monitor working time or periods that workers are actively working (Milanez et al., 2025) and that 44% of European firms monitor the completion of tasks. Both surveys seem to reveal that other, more intrusive forms of digital monitoring are substantially less widespread across the EU.²

Interestingly, results from both the OECD and the AIM-WORK study reveal strong cross-country heterogeneity in digital monitoring adoption in the workplace. In the EU, the AIM-WORK survey shows higher levels of digital monitoring in Cyprus, Malta, and in Central and Eastern European

¹ Survey conducted in over 6 000 firms in six countries (France, Germany, Italy, Japan, Spain and the United States)

² Survey conducted over the phone in April 2025, including responses from over 28,000 employed workers in all EU Member States, plus Iceland, Norway and Switzerland. It focuses on the psychosocial risks stemming from the use of digital technologies and from climate change, their impact on occupational safety and health (OSH) and the measures implemented in their workplace to prevent such risks.

Member States (Slovenia, Czechia, Poland, Romania, Bulgaria and Latvia). In particular, the same countries also show the highest prevalence of digital monitoring beyond the more intrusive forms of digital monitoring including the use of CCTV cameras. With regards to time and location monitoring, high levels are observed in Spain, Portugal, Ireland, Luxembourg, Italy, France, Belgium, Finland compared to other forms of digital monitoring. At the same time, Nordic and Western Continental European countries show overall low levels of digital monitoring usage, including Sweden, the Netherlands, Denmark and Germany. Greece is an exception with the lowest overall level of digital monitoring use at the workplace.

Potential reasons for heterogeneity in digital monitoring adoption across EU Member States: the geography of digital monitoring in the EU

Available literature provides several potential explanations for cross-country heterogeneity of digital monitoring. A key precondition for the expansion of these practices is the use of digital tools at the workplace, as these tools enable digital monitoring in the first place. The AIM-WORK survey reveals that certain types of digital and software tools are used for different types of digital monitoring. Whereas physical monitoring is often conducted via wearable devices, and moderately with smartcards, robots and autonomous vehicles, activity monitoring is often performed with the use of computers and traditional office-type software tools, including also AI systems, smartcards, office docs, office sheets and communication platforms. Relatively low levels of digital tool adoption in Greece and the usage of basic types of digital tools in other Southern European countries reflect their lower levels of digital monitoring usage compared to other EU Member States, as identified in AIM-WORK. Nonetheless, while the degree of digital tool usage at the workplace is a precondition for digital monitoring, it is not necessarily a strong determinant of cross-country heterogeneity regarding the prevalence of digital monitoring. For instance, Romania, Malta and Bulgaria have relatively less digitalised workplaces and particularly lower rates of computer and office software adoption, but exhibit the highest levels of different types of activity monitoring. In the same vein, relatively low levels of digital monitoring in Northern and Western European Countries cannot necessarily be linked to high usage of digital devices, given that these countries are widely digitalised. The above findings are further confirmed by employer data-based studies. For instance, analysis on the European Company Survey from 2019 further illustrates that companies with a higher usage of machine and computers make greater use of data analytics to monitor employee performance. In addition, results from the Finnish Quality of Work Life Survey show that 44% of the survey respondents felt that digitalisation of work had contributed to increased workplace monitoring (Sak, 2018).

Digital monitoring might be higher in certain sectors or occupations due to the nature of production and task content and the degree to which digital tools are used for these purposes. Bråten (2017) assigns digital monitoring adoption heterogeneity to differences in the type of production and work tasks across sectors. Analysis in Finland³ shows high levels of activity monitoring through a monitoring device in logistics (32% of employees) and in customer service and/or in an office environment (28%). Moreover, employees in retail (30%), security services (30%) and logistics (26%) were among those groups that were most often monitored with the help of a camera, thereby showing relatively high levels of physical monitoring in these sectors. In Norway⁴, differences between sectors exist, with monitoring of telephone calls prevalent in finance and insurance sectors, and field technologies more often used in sectors with mobile workers, such as in

³ Conducted by Statistics Finland (2020) on the Finnish Quality of Work Life Survey

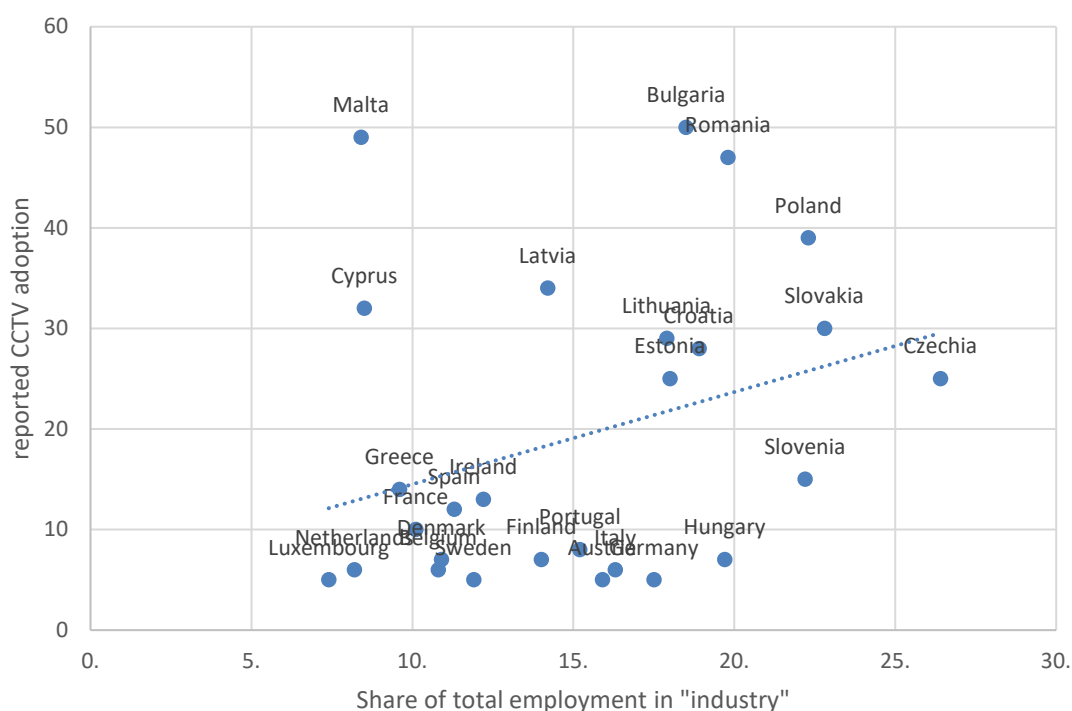
⁴ Nationally representative survey (n = 7,900 employees) on surveillance and monitoring of work, conducted by Statistics Norway.

transport and warehouses, construction and utilities sectors (Bråten, 2016). A follow-up survey in the four sectors with the most prevalent use of ICT-based surveillance and monitoring in Norway (manufacturing, finance and insurance, transport and warehouses, and public administration) also found substantial sectoral variation in the type of digital monitoring, which is partly due to differences in the type of production and work tasks (Bråten, 2017). EU-level data from the AIM-WORK survey reveal similar patterns: physical monitoring seems to be a typical feature of industrial activities and particularly high in transport, mining, energy, construction, utilities and manufacturing sectors. High levels of activity monitoring are observed in sectors with office workplaces, including finance, public administration, ICT and professional services.

Combining Eurostat and AIM-WORK data suggests that cross-country heterogeneity in digital monitoring adoption might partly be determined by different sectoral and occupational structures in EU Member States. For instance, Eurostat data reveals that the share of total employment in the industrial sector was relatively high (more than 20%) in 2024 in Czechia (26%), Slovakia (23%) Poland (22%), and Slovenia (22%). The employment share of the manufacturing sector was relatively high in Czechia (24%), Slovakia (21%), Slovenia (20%), Hungary (18%), Bulgaria (16%) but also in the Baltic States, including Estonia and Lithuania (16% each). The industry and manufacturing sector were identified as sectors with relatively high levels of physical monitoring. Therefore, it is not surprising that a relatively large share of employees in the AIM-WORK survey reported that they were monitored through CCTV cameras in the Baltic States⁵ as well as many Central and Eastern European Member States, including Romania (50%), Bulgaria (47%), Poland (39%) and Slovakia (30%). Figure 1 shows a slight positive relationship between the employment share of the industry sector with the adoption of CCTV cameras at the workplace. Notwithstanding, some countries show high levels of reported CCTV adoption while having low levels of industry employment shares (Cyprus and Malta) and other countries (Hungary and Slovenia) show the opposite: high industry employment shares but low levels of physical monitoring. This implies that other factors are at stake in determining cross-country differences in the type and depth of digital monitoring usage.

⁵ 25% in Estonia, 29% in Lithuania and 34% in Latvia

Figure 1. CCTV adoption and industry-sector employment share



Note: The X-axis represents the employment share of the “industry” sector based on persons in 2024 for every Member State. These data are retrieved from Eurostat. The Y-axis illustrates the share of surveyed employees that report being monitored by CCTV cameras. This data is retrieved from the AIM-WORK survey conducted in 2024-2025.

Source: Eurostat [nama_10_a10_e], national accounts.

The literature further suggests that institutional and organisational factors embedded in different welfare state regimes may play a role in explaining the prevalence of digital monitoring adoption in EU Member States. These institutional factors include the degree of labour market segmentation, unionisation, employee representation at work, collective bargaining and national regulations.

Workers that are covered by strong social dialogue, in particular collective bargaining agreements might be better shielded from intrusive forms of algorithmic management and digital monitoring. The European Social Observatory investigated the links between digitalisation and social dialogue in four different types of welfare state regimes: the Nordic countries (Finland and Denmark), Continental welfare states (Germany), Southern European Countries (France, Spain and Italy) and Central Eastern European Countries (Poland and Hungary)⁶ (Leonardi, 2023). Trade unions are strong in Nordic countries, such as in Finland and Denmark, due to their high collective bargaining coverage (80-90%) and their presence at the workplace and local level that allow for a permanent discussion on key issues such as work organisation and working conditions. These countries have a longstanding tradition of union involvement in work processes at the workplace, and the early widespread use of digital tools in these economies also paved the way for the institutionalisation of frameworks on digitalisation. In contrast, Central and Eastern

⁶ This classification is based on different institutional frameworks, social dialogue traditions and practices, the relationship between the role of State interventionism and the degree of autonomy of the social partners; the levels and coverage of collective bargaining; union density rates; workers’ involvement and participation; strikes and industrial unrest.

European economies have a more market-based orientation, with weaker collective labour rights and guarantees for workers. The same study argues that in Poland and Hungary, digital transition issues are only weakly integrated into collective bargaining agendas. As a result, employees affected by digital technologies and monitoring often lack adequate consultation mechanisms. This suggests that strong collective bargaining systems and labour unions may help limit the introduction of intrusive digital monitoring and algorithmic management practices. Results from the AIM-WORK survey indeed show that the proportional difference of workers being subject to time and location monitoring between eastern and northern and western European Member States is significantly lower than is the case for CCTV monitoring, which is considered more intrusive. A substantially higher use of CCTV in many Eastern Member States could be explained by sectoral heterogeneity but also potentially by a stronger integration of AI- and AM-related discussions into collective bargaining agreements in Nordic and Western Member States.

Countries with dualised labour markets might have higher levels of digital monitoring and algorithmic management through non-standard work arrangements, including platform-mediated work.

Dualised labour markets are characterized by different social and labour market policies between standard workers and those workers in various forms of non-standard employment with a divide in their rights and entitlements as well as in the services provided. Zwysen and Fabris (2025) find that a higher degree of labour market dualization (i.e. segmentation) is generally associated with a higher take up of platform-mediated work. Platform-mediated work is distinguished from standard employment in that work is engaged on a freelance per task, job or project basis. Workers mediated by digital services platforms are frequently classified as “independent contractors”, thereby absolving platforms from providing a living wage, employment benefits and work. Consequently, platform-mediated work has been identified as an important catalyst for the increase of performance monitoring. (Ball, 2021). The EU-OSHA survey illustrates that the work, behaviour, heart rate, blood pressure and posture of all types of platform workers were more likely to be monitored compared to non-platform workers. Similarly, the automated allocation of tasks, working time or shifts, performance evaluation as well as automated instructions and directions were more or at least as likely among platform workers compared to non-platform workers (EU-OSHA, 2025). These claims suggest that Member States with dualised labour markets and relatively weak protection, especially for platform-mediated workers, might enable the use of more pervasive forms of digital monitoring and algorithmic management among the less protected “outsider” groups that depend on platforms for their incomes.

Higher levels of unionisation are positively correlated with digital monitoring, but further research is warranted to understand the mechanisms behind it.

The European Company Survey (ECS) 2019 survey from Eurofound (2020) shows that establishments with a recognised body for employee representation were more likely to report the use of data analytics to monitor employee performance (34%) than those with no formal employee representation (24%). This relationship weakens when controlling for establishment size, but it remains significant, and it is unaffected by controlling for other factors, such as sector and country. Higher digital monitoring in unionized work setting might be explained by the fact that digital monitoring is more common in industrial settings as the nature of work in those settings makes it easier to monitor manual routine tasks, while simultaneously unionisation is also more common in industrial settings.⁷ In addition, higher levels of unionisation might enhance employee level awareness through enhanced transparency about the decisions that companies make. Data from the AIM-WORK survey shows

⁷ Industrial workers tend to work together in large factories, which facilitates their unionisation, and a long historical tradition exists in this respect.

that the prevalence of digital monitoring is highest among Southern and Central and Eastern Member States, which are characterized by lower levels of trade union co-determination in companies. Further research is needed to fully understand how unionisation, co-determination and collective bargaining each interact and individually determine the prevalence of digital monitoring at the workplace.

Digital Monitoring might be more prevalent in Member States whose share of large firms is relatively high. The EU-OSHA survey illustrates that the smaller the size of the workplace, the less common is the use of digital technologies to monitor environmental factors such as noise, chemicals, dust and gases (EU-OSHA, 2025). The previously mentioned analysis of the European Company Survey demonstrates that large establishments (more than 250 employees) were more likely to report the use of data analytics for employee monitoring. The US-based analysis from Hertel-Fernandez (2024) corroborates these findings as the share of workers who reported being monitored by their organization is higher among those working for larger organisations (1000 or more employees). Regression analysis in a comprehensive report based on the AIM-WORK survey already illustrated a positive association between the use of algorithmic management and company size, controlling for other explanatory variables including sectors. As digital monitoring and algorithmic management are closely linked, this positive association might also hold for digital monitoring.

2.3. AI adoption and use: drivers and barriers

Due to the immaturity of technology capabilities, scholars previously assumed that machines could only serve the operational repetitive tasks, which prevented AI from being included in more complex tasks such as managerial activities (Raisch and Krakowski, 2021). Today, due to the advancement of AI capabilities in addition to the availability of big data and computing infrastructure, literature increasingly focuses on the increased capacities of **Artificial Intelligence (AI) applications**. This includes their capacity to conduct a wider array of tasks that typically require some cognitive reasoning, as well as its promising improvements in organisations' productivity, efficiency and effectiveness. AI tools are now able to respond to various needs and purposes related to work: in customer service, an AI-based chatbot can take over basic and repetitive tasks, enabling workers to focus on more complex, high-level responsibilities (Huang and Rust., 2018; Spring et al., 2022). In marketing, AI can generate banner ads for communication purposes that can compete with professional human-made stock photography (Hartmann et al., 2025). AI also has the potential to be used increasingly for tasks of a predictive nature, such as conducting analytics that can also be used in decision-making. In their research, Khalifa and Albadawy (2024) identify eight crucial domains where AI has potential to improve clinical prediction, and assist medical workers notably in diagnosis, prognosis, and personalised medicine in oncology and radiology, notably thanks to their ability to scan, analyse, and interpret patient radiology images (Jussupow et al., 2021; Lebovitz et al., 2022). Regarding AI's potential to transform our work, this evolution has opened the research focus from considering operations conducted by humans to exploring collaboration between humans and AI systems (Demir et al., 2020).

While much of the available literature focuses on task characteristics and the potential for human augmentation or substitution, some studies adopt a broader perspective and **identify the concrete drivers and barriers to AI adoption**. Much of this evidence comes from the United States, where research on AI development, deployment, and workplace impacts is more extensive; nevertheless, these insights remain relevant for understanding potential effects in EU workplaces. Studies show that, while digitalisation and innovation are often linked to higher levels of AI

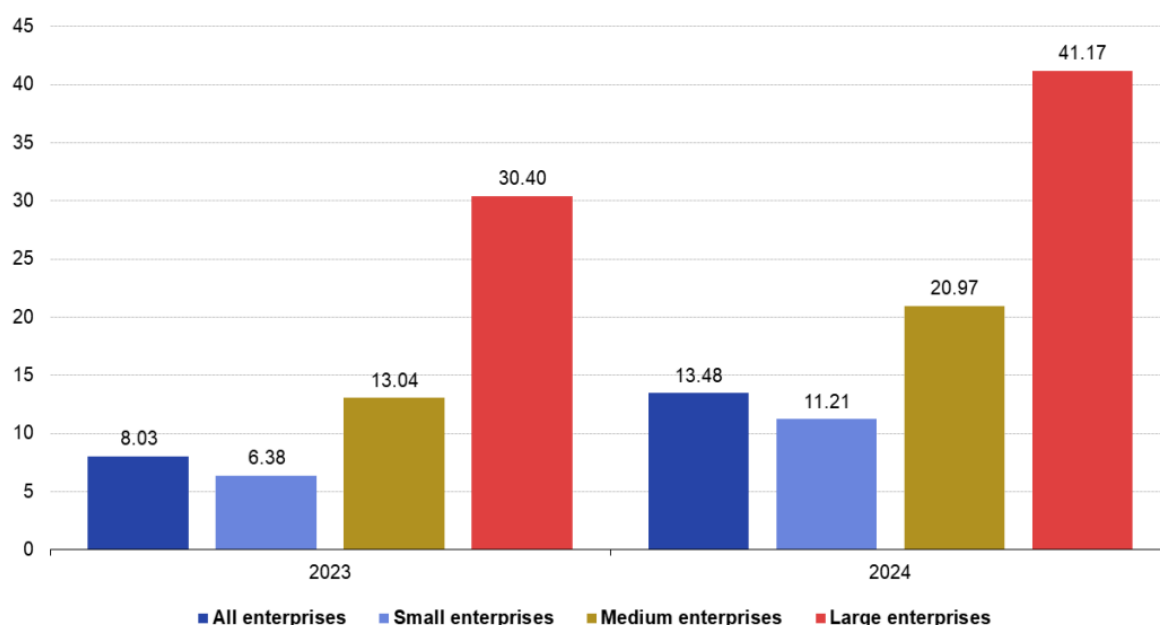
adoption, internal firm characteristics, such as size and internationalisation, as well as external factors, including the availability of digital skills and infrastructure, are significant determinants of digitalisation and innovation at the firm level (Segarra-Blasco et al., 2025). A firm's existing level of digital maturity also strongly shapes its likelihood of adopting AI-based technologies. Examining AI uptake among EU SMEs, Segarra-Blasco et al. (2025) find that the adoption of AI and robotics is positively associated with multiple types of innovation, though these technologies tend to serve more specialised functions in manufacturing than in services. At the same time, introducing AI often requires organisational change, including adjustments to business models, processes, and workplace practices. In some cases, resistance to change and innovation rooted in organisational culture, workforce concerns, or managerial hesitancy can challenge or slow a company's ability to integrate AI-based tools into work processes (Brooks et al., 2020).

Sectoral differences also help explain variation in AI adoption. Transformations introduced by AI occur unevenly across industries, with some sectors more predisposed to adopt AI-based tools than others. Eurostat data from 2024 show that the information and communication sector leads AI adoption, with 49% of enterprises using AI technologies, followed by the professional, scientific, and technical activities sector at 30.5%. In contrast, sectors such as construction and accommodation report adoption rates below 7%, while manufacturing reaches 11%.⁸ This seems consistent with the results of the AIM-WORK survey as regards the purposes for which workers use of AI at work, as the main tasks for which AI is used correspond to tasks conducted in jobs in those sectors, such as writing, data processing, or planning and scheduling. Case studies in the manufacturing sector confirm these patterns, highlighting that factors such as production scenarios, production processes, and worker education can pose challenges to AI adoption, alongside other barriers including lack of managerial support and government- or market-driven constraints (Wang and Su, 2021).

Company size is another source of divergence in AI adoption rates. Large companies adopt AI more frequently: according to Eurostat, among SMEs, start-ups, and scale-ups, 11% of small enterprises had adopted artificial intelligence technologies, 21% of medium-sized enterprises, compared with 41% of large enterprises (Figure 2). According to Oldemeyer et al. (2025), frequent challenges explaining the low adoption rate among SMEs include lack of resources and financial constraints, insufficient internal or external expertise and skills, and inadequate data readiness or data infrastructure. While not assessed in the AIM-WORK survey, Mocanu et al. (2024) further highlight SMEs' greater vulnerability to uncertainty about future digital standards and regulatory obstacles, which can challenge their potential for digitalisation and AI-adoption.

⁸ [Eurostat – Enterprises using AI technologies by economic activity, EU, 2024.](#)

Figure 2. Enterprises using AI technologies by size class, EU, 2023 and 2024 (% of enterprises)



Source: Eurostat (online data code: isoc_eb_ai)

eurostat

Source: Eurostat

Additionally, **regional disparities in AI adoption emerge across the EU**, as displayed in the country fiches based on AIM-WORK data presented in section 3. Ciarli et al. (2022) argue that companies are more likely to adopt AI-based tools when located in regions with dense innovation clusters, advanced digital infrastructure, and proximity to research institutions. This pattern is reinforced by OECD evidence showing that rural and peripheral regions often show a lower amount of innovation hubs in comparison with urban regions, with weaker digital infrastructure, fewer skilled workers, and limited access to research and innovation networks, which constrains AI diffusion (OECD, 2022). The OECD's Regional Outlook (2021) further highlights that these areas lag behind in AI adoption due to the prevalence of smaller firms, lower digital readiness of companies and workers, and reduced R&D intensity, factors that collectively reduce firms' willingness or capacity to implement AI-based systems. Building on this, Kergroach and H  ritier (2025) argue that a region's industrial composition also significantly shapes the likelihood and speed of AI adoption; for example, regions concentrated in certain sectors such as logistics or tradable, or in some cases, production-intensive sectors tend to adopt AI more rapidly.

Social dialogue is playing a crucial role in shaping AI investments and usage by firms across countries worldwide. The International Labour Organisation (ILO) illustrated in a recent paper the important role that worker representatives have sought to influence strategies and outcomes associated with the growing use of AI and algorithms in the workplace. Specifically, the report examines the role of social dialogue across three "action fields": from labour replacing to complementing, labour controlling to empowering and labour displacing to embedding. The paper also highlights how national regulations and labour unions seek to influence the use of AI and algorithm-based technologies in these action fields. It further emphasizes how collective bargaining can be strengthened through the implementation of national safeguards. Three conditions were identified that can make social dialogue particularly effective in regulating the adoption of AI and AM, these include constraints on employer exit, support for collective worker voice and strategies of inclusive labour solidarity (Doellgast et al., 2025).

2.4. Algorithmic Management adoption and use

Use of Algorithmic Management tools seems rather widespread, as revealed by a firm-level survey on Algorithmic Management in the workplace, conducted by the OECD in 2025 in over 6 000 firms in six countries (France, Germany, Italy, Japan, Spain and the United States). The survey shows that 74% of managers surveyed indicate that their firms use at least one tool to instruct, monitor, or evaluate employees.⁹ Algorithmic Management has become embedded in digital labour platforms and traditional organisations. For example, it is increasingly used to allocate work shifts, tasks, and can also be used to assess workers' performance and behaviour at work.

Another striking finding in the OECD employer survey is the **significant variation in the prevalence of the use of Algorithmic Management (AM) tools observed in different parts of the world**, particularly between the United States, the EU and Japan (Milanez et al., 2025).

According to the employers themselves, 90% use AM to instruct workers, while this percentage is 69% and 25% for the EU and Japan, respectively. In the US, all firms use these technologies for the allocation of work schedules, work activities or to instruct workers how to perform their activities. In contrast, the share of adoption for each of these tasks is significantly lower than 69% for EU countries (and Japan). The lower prevalence of AM in Japan can largely be explained by the lower level of digitalisation. The differences between the US and the EU could reflect several differences in the underlying structure of their economies. This cross-country variation is consistent with data from the AIM-WORK survey for the EU, where AM is most frequently reported among employees in Spain, Poland, Ireland and Romania. In countries such as Portugal, Luxembourg, Finland, Denmark or Austria, the prevalence of automatic allocation of working time and/or tasks was relatively high while other forms of AM were relatively low. The prevalence of AM was overall the lowest in Greece, Bulgaria, Hungary and the Netherlands. Further exploration is required to understand the underlying reasons.

As regards the sectors where AM is most prevalent, various sources, including the AIM-WORK survey data and a report of the European Parliament's Research Service on 'Digitalisation, artificial intelligence and algorithmic management in the workplace', reveal that **sectors of finance, transport and industry report the highest prevalence of AM usage, while agriculture and construction show the lowest**. The widespread adoption in these sectors might suggest a certain versatility of algorithm systems, capable to replace or assist human decision-making in various types of economic sectors, both of clerical- and of manual-type of jobs.¹⁰ The OECD survey on algorithmic management suggests that the finance and insurance and public administration sectors are more likely to say their firms use AM tools (89%) compared to those in sectors including water supply, mining and quarrying (66%), one explanation being the possibility that white collar sectors are more digitalised and have made use of legacy technology systems (through which algorithmic management becomes possible) for decades, as previously suggested.

In recent years, use of Algorithmic Management (AM) tools became prevalent in ride-hailing and platform-based work. For instance, digital delivery platforms (e.g. food delivery, ride-hailing) use algorithms for monitoring, scheduling, and matching to handle task assignment, route optimisation, performance ranking mechanisms (Zhao et al., 2021). Another well-known example concerns the logistics and warehousing sector, leveraging algorithms to automate operations management for inventory management, and real-time tracking to enhance operational efficiency. In warehouse and

⁹ The survey refers to algorithmic management as the use of software, which may include artificial intelligence, to fully or partially automate tasks traditionally carried out by human managers.

¹⁰ In some context, also referred to as 'white-collar' and 'blue-collar' occupations respectively.

logistics, the adoption of algorithm-based systems has responded to the need for high efficiency and accuracy in operations and allowed for the creation of a “smart warehouse” system (Zhen and Li, 2022). The findings are further confirmed by the results of a European Working Condition Survey, that shows relatively high proportions of work-related task and time allocation among people working in financial services, transport and industry (Eurofound, 2025b).

As concerns the adoption of AM, qualitative literature largely composed of company- and sector-level case studies, policy reviews and working papers underlines the role of **labour relations in shaping how algorithmic management systems are adopted and thus can affect employment and jobs**. Conclusions from a global case studies compiled by the International Labour Organization (ILO) suggest that when worker representatives and social-partners are engaged early in discussions on the adoption of AM systems, measures such as transparency requirements, human-in-the-loop safeguards, impact assessments and grievance procedures can substantially influence the design and deployment of AM tools in a way that reduces opaque decision-making or prevents automated disciplinary practices.¹¹ The paper further showcases how social dialogue can shift the adoption and use of both AI and AM from labour controlling to labour empowering, through a combination of support for collective worker voice and strategies of inclusive labour solidarity. Particularly labour solidarity, for instance labour union cooperation, is considered important to protect outsourced workers from more invasive and intrusive forms of algorithmic management (Doellgast et al., 2025). Similarly, a recent review published by Eurofound shows that social dialogue and collective bargaining are used at sectoral and company levels to secure workers’ information rights, ensure the implementation of oversight mechanisms and training commitments in companies.¹² Evidence from case studies also stresses important constraints: the moderating effects of social dialogue depend heavily on union capacity, legal recognition, and employers’ willingness to negotiate, meaning that mitigation and protection may remain uneven across countries, sectors, and types of employment (Doellgast et al., 2025; Stefański and Żywolewska, 2024).

Quantitative evidence from the OECD employer survey showcases the influence of workers’ attitudes as an important factor for non-adoption of algorithmic management tools in European countries. Based on employers’ replies, the high costs of AM adoption were the main reason for non-adoption in all countries surveyed. In addition, in France, Germany, Italy, Japan, and Spain, employers consider workers’ attitudes an important factor as well. In these countries, staff resistance is the second most cited reason for non-adoption (between 56% and 67% of managers). Non-adoption due to concern for workers (i.e. safety and health) is also commonly cited in these countries. In contrast, the lack of skills and high-quality data were the second and third most important factor in the US for non-adoption. In contrast to their European and Japanese counterparts, US managers at non-adopting firms report that it is likely that their firms will adopt algorithmic management tools in the future. Taken together, the findings suggest that variation in the uptake of algorithmic management across Member States may stem, at least in part, from divergent institutional arrangements (e.g. workplace representation and collective bargaining) that facilitate staff resistance into employee empowerment in decision-making on the adoption of AM systems,

The adoption of algorithmic management practices by employers is more common in larger firms. The earlier mentioned EU-OSHA employee survey illustrates that the smaller the size

¹¹ [Global case studies of social dialogue on AI and algorithmic management](#)

¹² [Eurofound – Implications of AI for work, employment and social dialogue: Literature review](#)

of the workplace, the less common is the use of digital technologies to automatically allocate tasks, working times or shifts or to give automated instructions or directions to complete work as well as using those technologies to rate performances by third parties. This practice is least commonly reported by workers in micro companies (less than 10 employees), where such practices were reported between 22% and 24%. In contrast, 28% of workers in large companies (250 or more employees) reported to experience these types of algorithmic management at work (EU-OSHA, 2025). These findings are also in line with results from the AIM-WORK survey, identifying a positive association between firm size and the reported adoption of AM.

This section has shown that the important cross-country disparities in AI usage and in terms of both prevalence and impact of algorithmic management and digital monitoring can be driven by various factors. On this basis, the next section includes 27 country fiches outlining the situation in each Member State.

Each country fiche follows the same structure, organised in five thematic blocks and a common set of figures, so that countries can be compared. The first block, use of digital tools, describes the prevalence of digital tools at work, the share, frequency and intensity of AI use together with number of purposes and workers' perceptions of its impact, the regional geography of AI adoption and the combinations of devices that workers use, including AI. The second block, digital monitoring, reports the share of workers subject to time, activity and physical monitoring. The third block, algorithmic management, covers the share of workers subject to algorithmic direction and algorithmic evaluation. The fourth block, employer information on digital monitoring and trade union presence, includes the share of companies that inform workers about monitoring practices with the share of companies with trade union representation, providing a first indication of the institutional context in which digital tools are deployed. The fifth block, platformisation of work, presents overall prevalence and the mix of full, physical, informational and partial platformisation, and then breaks platformisation down by sector. An analysis by occupation was also conducted, but is not included for each Member State given that the picture of platformisation across occupations is very similar in all Member States, with operators, clerks, technicians and, for informational platformisation, also managers and professionals consistently appearing as the most platformised occupations. Across all blocks, country values are systematically benchmarked against the EU average, and the accompanying text highlights the most salient deviations and, where relevant, offers tentative interpretations linked to sectoral composition, institutional factors or work culture. All data and figures draw from the AIM-WORK Survey.

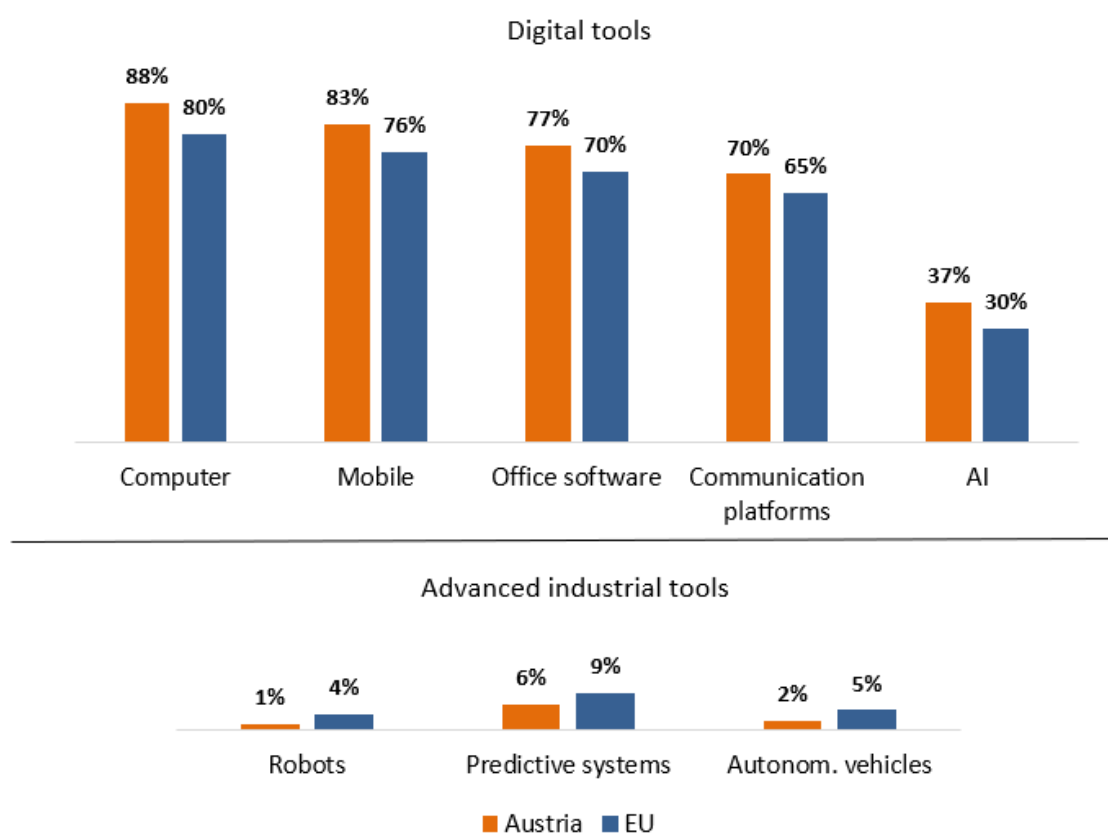
3. Country fiches

3.1. Austria

Use of digital tools

As shown in Figure 3, the use of digital tools in **Austria** is above the EU average, with the exception of advanced industrial tools which are less frequently used than in the EU overall.

Figure 3. Percentage of workers who have used digital tools at least once in the last 12 months in Austria and the EU.



Source: AIM-WORK Survey (2025)

In **Austria**, 37% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is also higher than the EU average, while respondents’ perceptions of the impact of AI are slightly more negative than those of the EU as a whole.

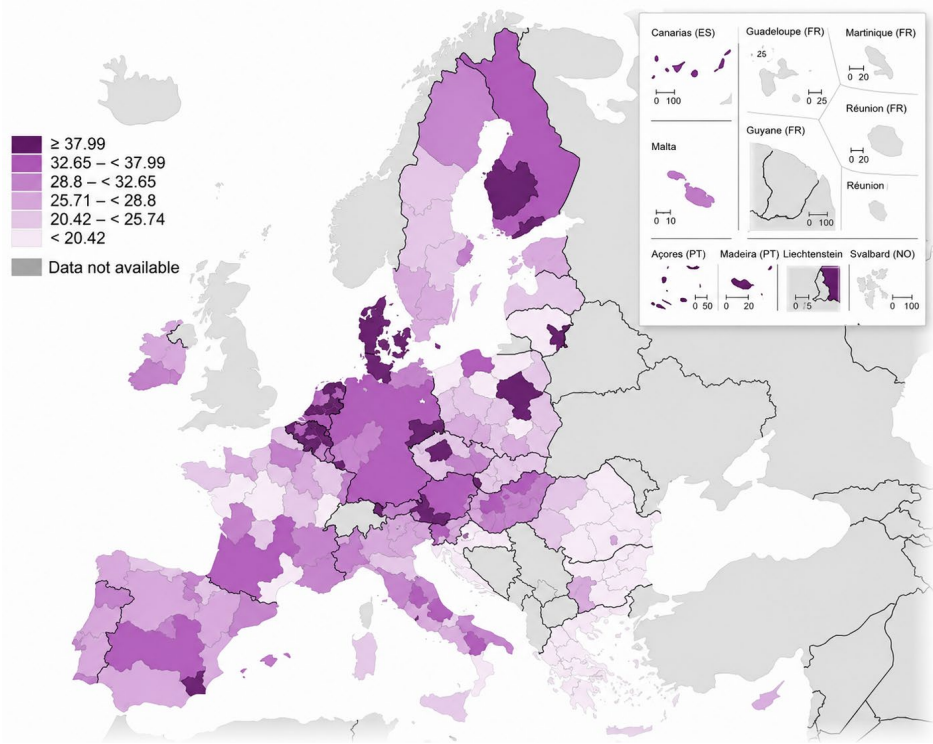
Figure 4. Use of AI at work in Austria and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Austria	37%	28%	21%	3.17	0.62
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 5 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Austria**, the regions with the highest levels of Artificial Intelligence adoption are concentrated in the South and East.

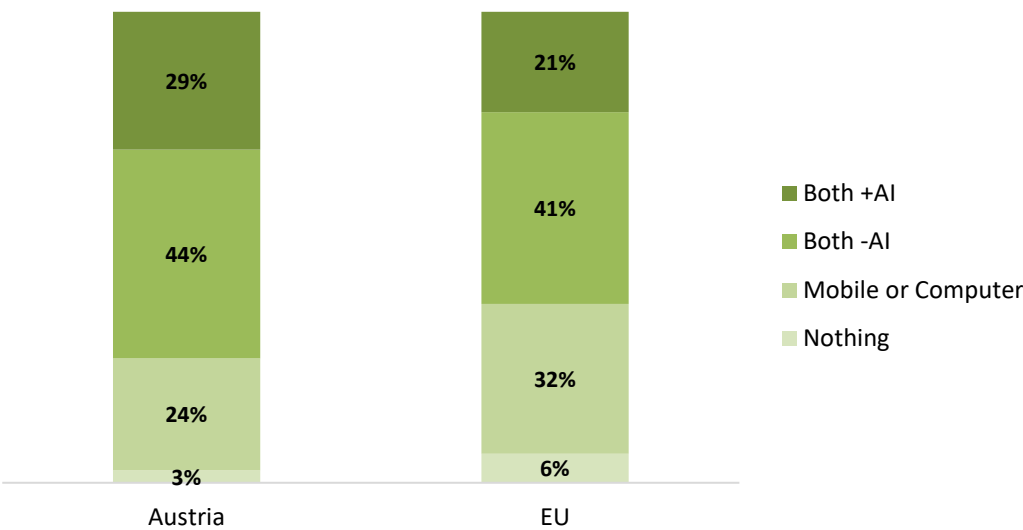
Figure 5. Use of AI at work by region in Austria and the EU



Source: AIM-WORK Survey (2025)

The **Austrian** labour market is more digitalised than the European average. There is a higher share of workers who use mobile devices and computers combined with AI, and a lower proportion of workers who use only one type of digital device.

Figure 6. Percentage of workers by digital devices used at work in Austria and the EU



Source. Source: AIM-WORK Survey (2025)

Digital Monitoring

Austria follows similar patterns to the rest of Europe regarding the automatic monitoring of working hours, but scores slightly below the EU average on all other indicators (activity and physical monitoring). This suggests a less closely supervised working environment, which cannot be attributed to a lower use of digital tools — as previously noted, these are more frequently used in Austria — but may instead be related to work culture, institutional factors or the nature of specific economic activities.

Figure 7. Share of workers subject to digital monitoring in Austria and the EU, by monitoring type

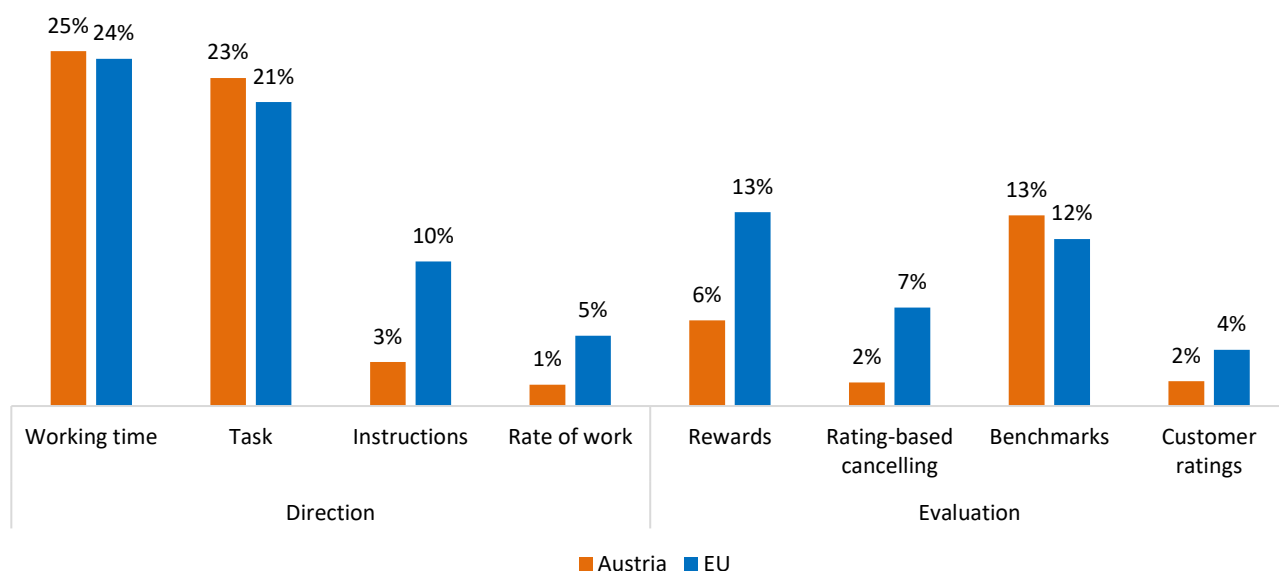
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Austria	38%	31%	10%	9%	12%	5%		5%	5%	1%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Austria is close to the European average in terms of the algorithmic allocation of working time and tasks at work, but shows lower figures in indicators related to the automated evaluation of work.

Figure 8. Share of workers subject to algorithmic management in Austria and the EU

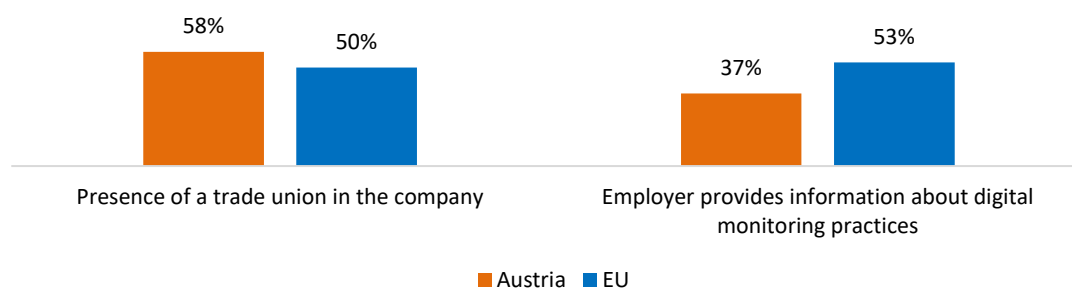


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 9 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Austria** is above the EU average in terms of trade union representation, but it is well below regarding the provision of information about digital monitoring practices by employers.

Figure 9. Employer information on digital monitoring and trade union presence in Austria and the EU

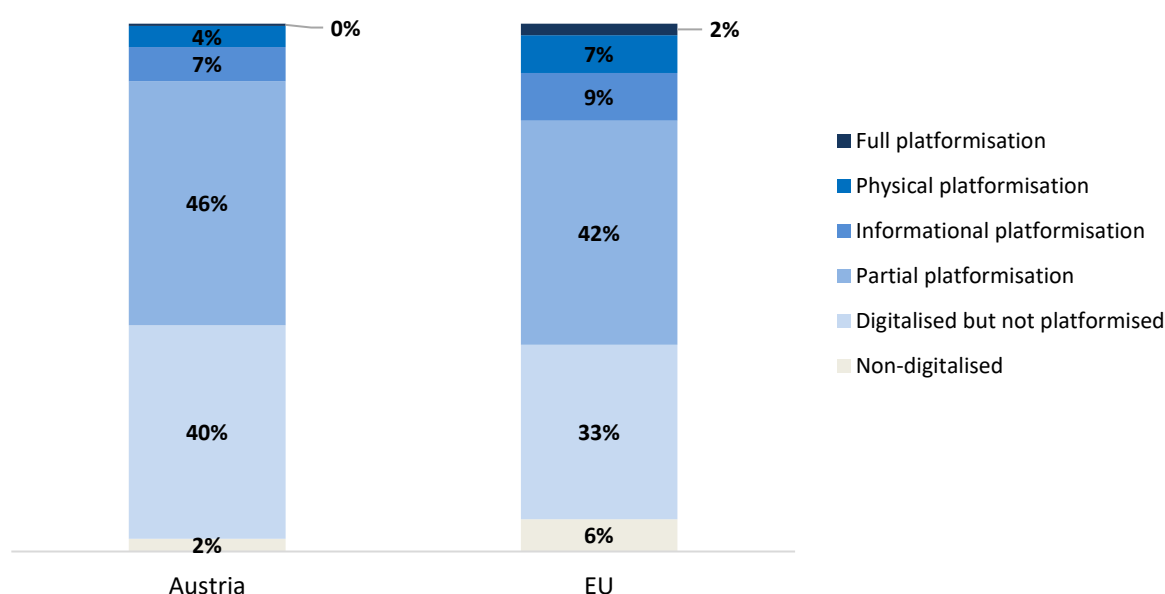


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 10 illustrates the prevalence of platformisation of work in **Austria** and the EU as a whole. Full and physical platformisation levels in Austria are slightly lower than the EU average, although they remain noteworthy. Approximately half of Austrian workers are subject to some form of platformisation. However, full platformisation is not present in the Austrian labour market, which is characterised by a higher number of digitalised but not platformised workers.

Figure 10. Share of workers subject to platformisation of work in Austria and the EU

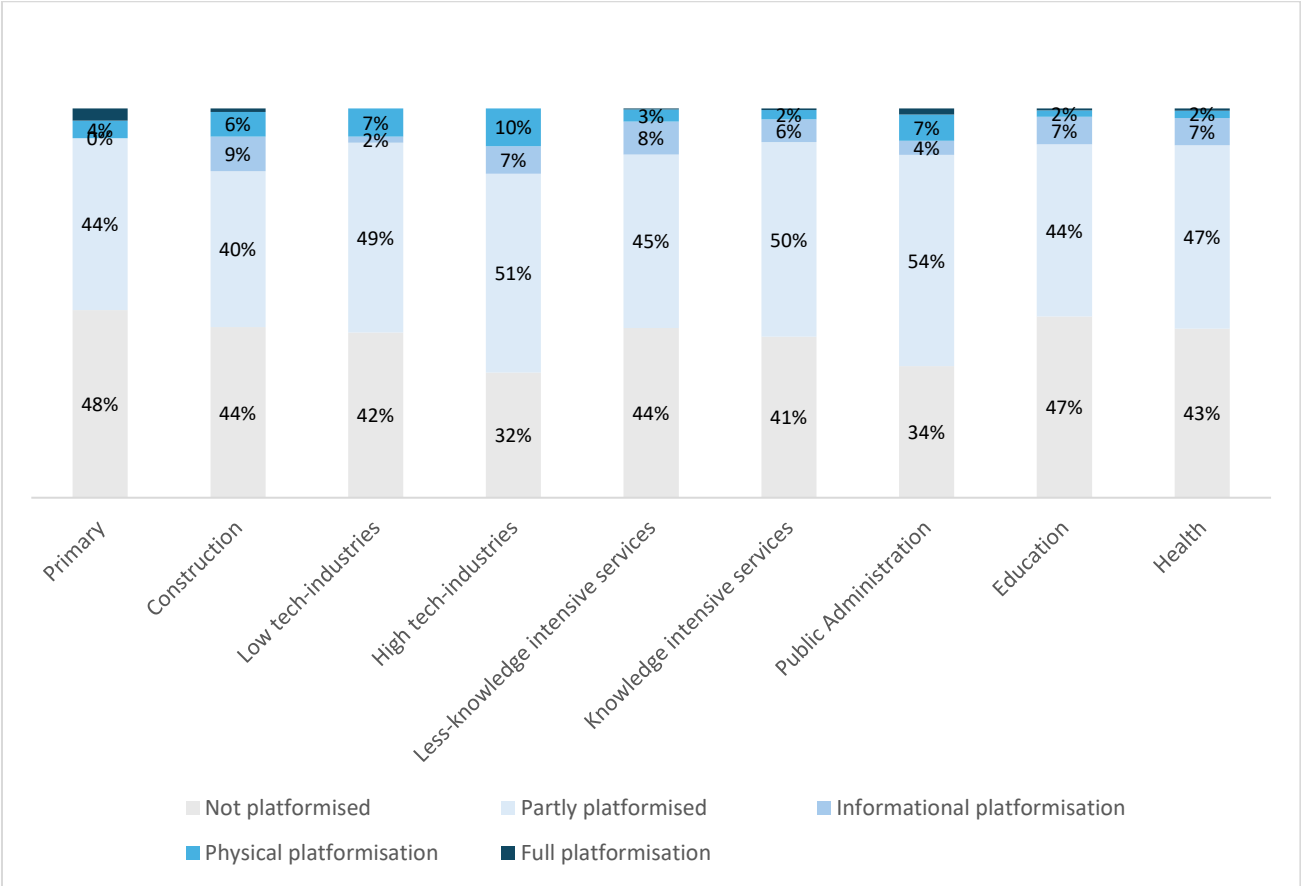


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 11 shows the prevalence of platformisation across sectors in **Austria**. High-technology and public administration are significantly platformised in the Austrian case

Figure 11. Platformisation of work by sector in Austria and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

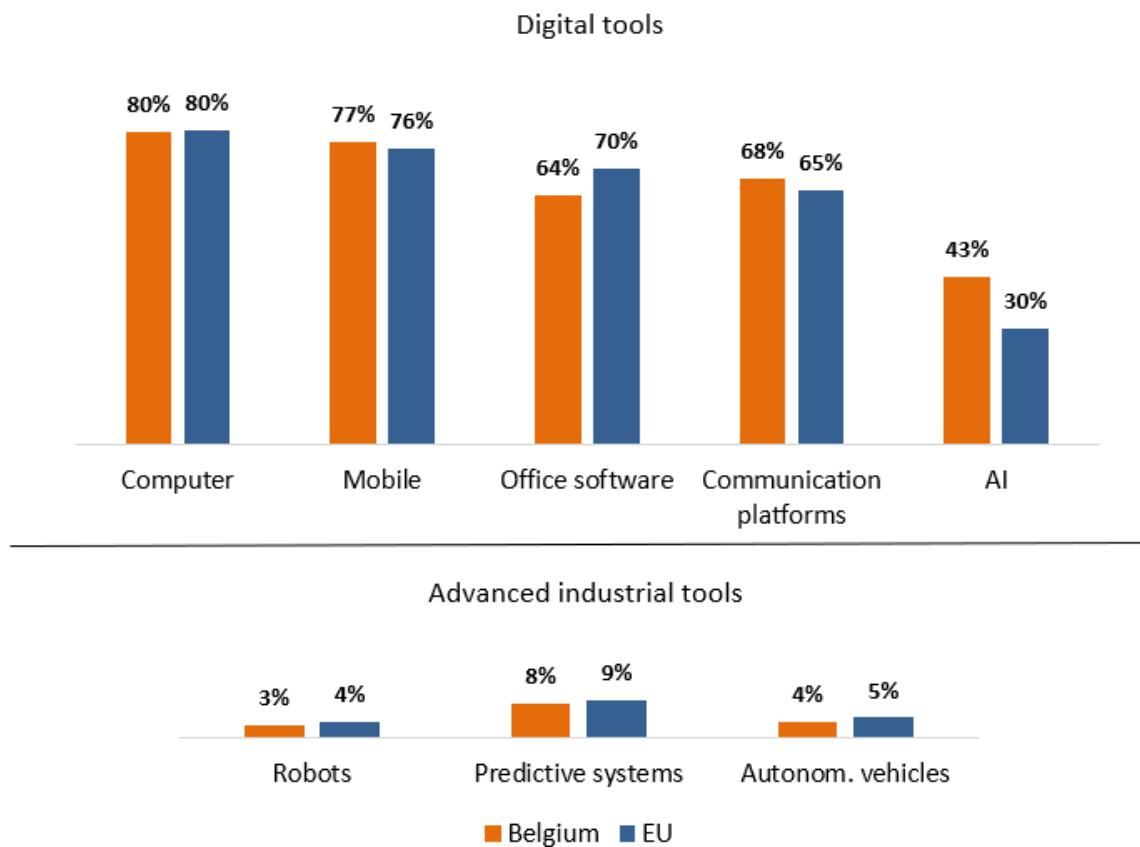
Source: AIM-WORK Survey (2025)

3.2. Belgium

Use of digital tools

As shown in Figure 12, **Belgium** shows results similar to the EU average, except for a lower use of office software and a higher use of Artificial Intelligence.

Figure 12. Percentage of workers who have used digital devices at least once in the last 12 months in Belgium and the EU



Source: AIM-WORK Survey (2025)

In **Belgium**, 43% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is also higher than the EU average, and respondents’ perceptions of the impact of AI are slightly more negative than those of the EU as a whole.

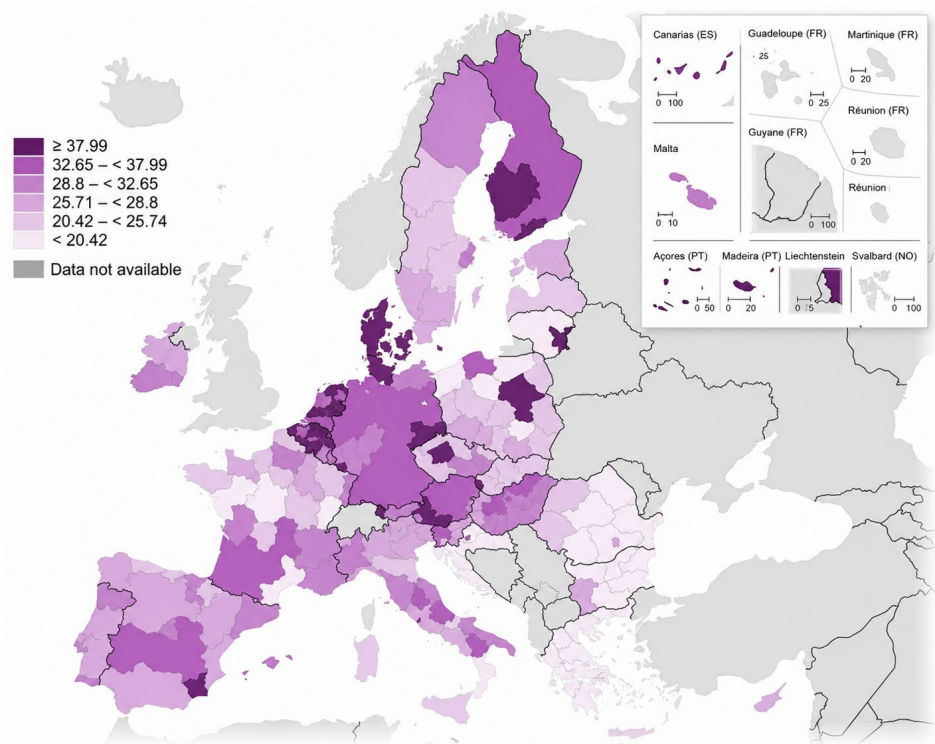
Figure 13. Use of AI at work in Belgium and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Belgium	43%	28%	22%	2.65	0.67
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 14 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Belgium** shows a high level of AI usage across most regions.

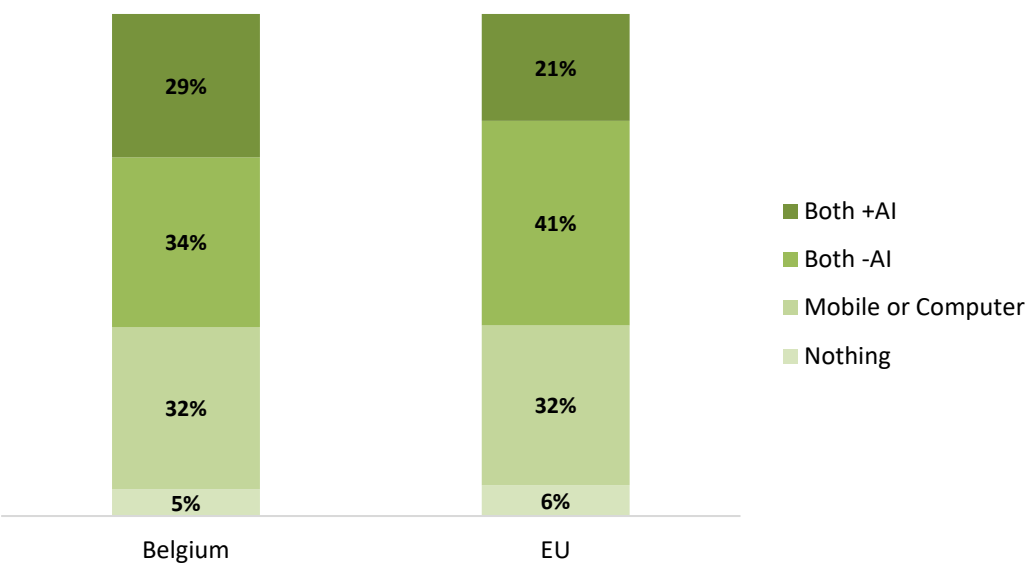
Figure 14. Use of AI at work by region in Belgium and the EU



Source: AIM-WORK Survey (2025)

As shown in Figure 15, while the share of workers with no or low levels of digitalisation (i.e. those using only a mobile device or only a computer, but not both) remains similar in **Belgium** as in the EU overall, Belgium reports a higher proportion of workers using AI in combination with two devices, and a lower proportion of workers using two digital devices without AI. This suggests that highly digitalised workers in Belgium are adopting AI more rapidly than their counterparts in the rest of the EU.

Figure 15. Percentage of workers by digital devices used at work In Belgium and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Belgium follows similar patterns to the rest of Europe regarding the monitoring of time and activity on digital devices. However, it stands out for its lower levels CCTV monitoring.

Figure 16. Share of workers subject to digital monitoring in Belgium and the EU, by monitoring type

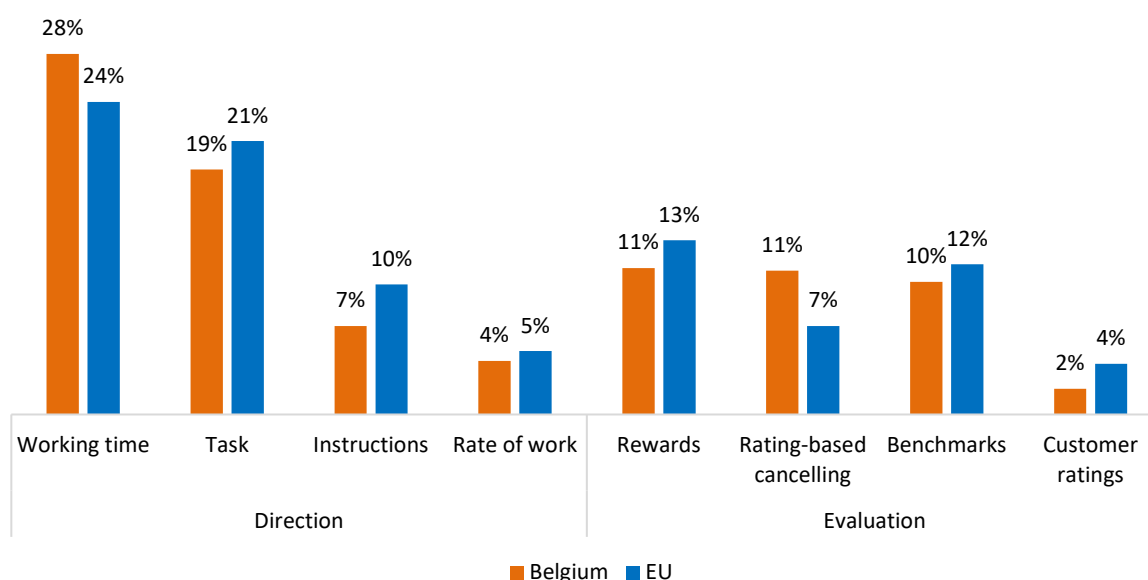
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Belgium	33%	36%	15%	11%	11%	8%		6%	6%	2%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Patterns of algorithmic management in **Belgium** are similar to those observed at the EU level, although a slightly lower prevalence can be noted overall — both in direction practices (except for time control) and in evaluation (except for rate-based cancelling).

Figure 17. Share of workers subject to algorithmic management in Belgium and the EU

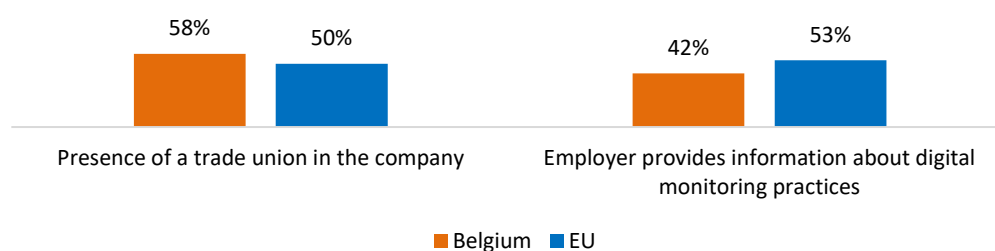


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 18 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Belgium** is above the EU average in terms of trade union representation and below regarding the provision of information about digital monitoring practices by employers.

Figure 18. Employer information on digital monitoring and trade union presence in Belgium and the EU

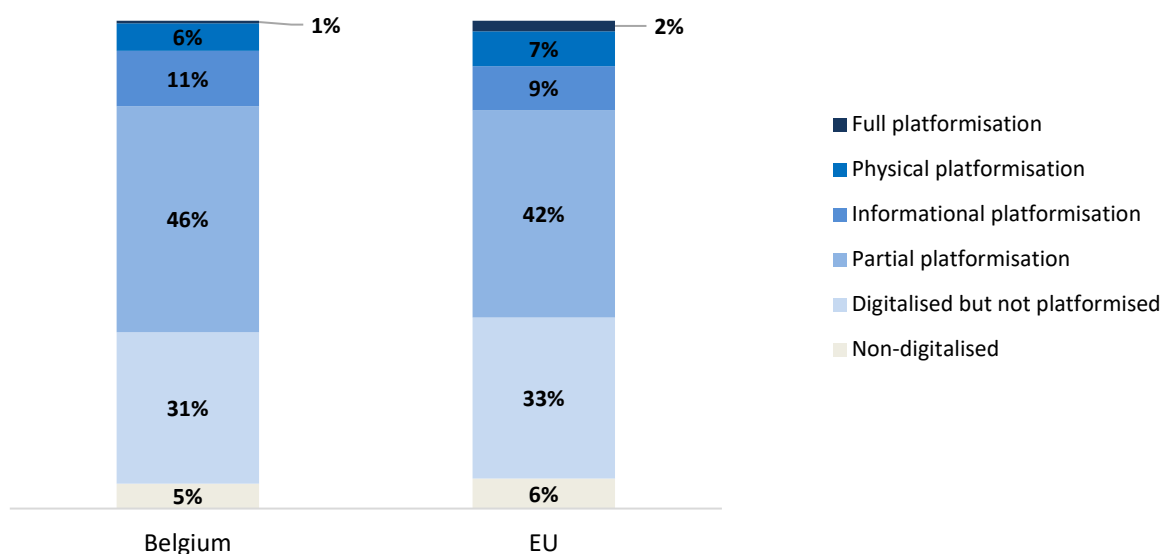


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 19 illustrates the prevalence of platformisation of work in Belgium and the EU as a whole. The level of platformisation in Belgium is similar to the EU average. Approximately three out of four workers are affected by some form of platformisation. While informational platformisation is above the EU average, full and physical remain below.

Figure 19. Share of workers subject to platformisation of work in Belgium and the EU

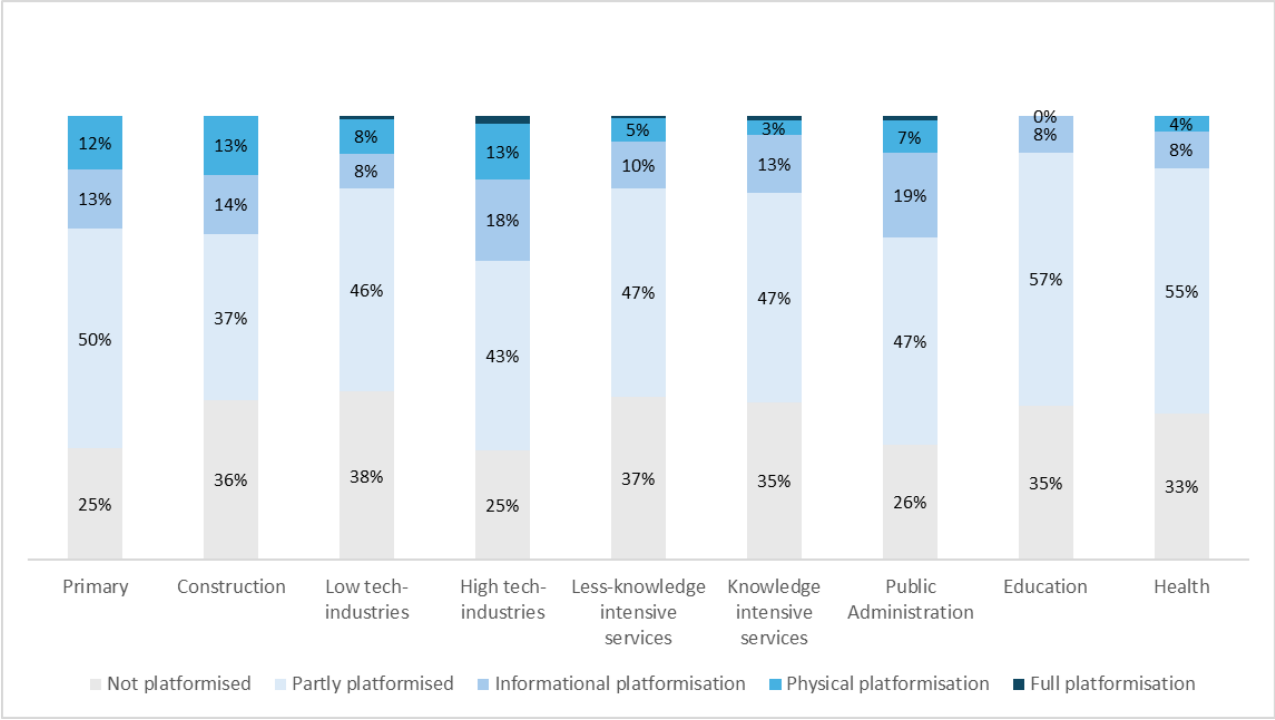


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 20 shows the prevalence of platformisation across sectors in **Belgium**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors. High-technology industries, primary sector, and public administration are significantly platformised in the Belgian case.

Figure 20. Platformisation of work by sector in Belgium and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

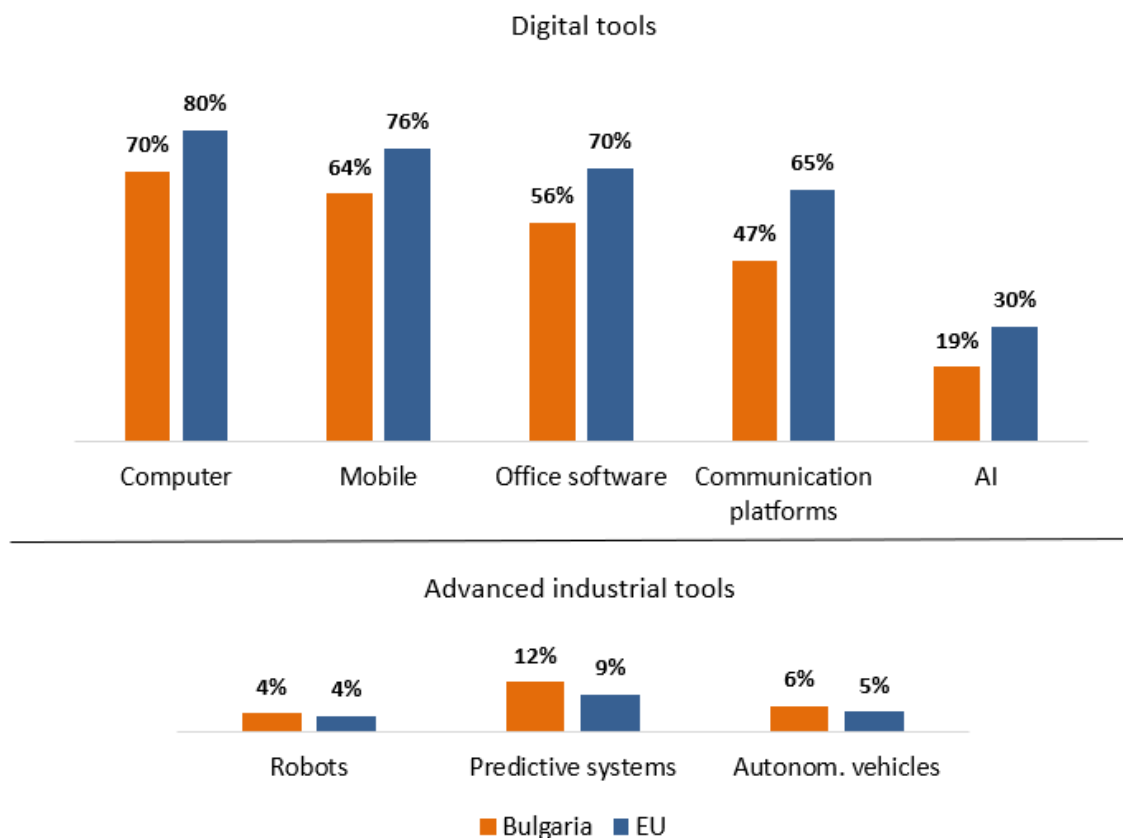
Source: AIM-WORK Survey (2025)

3.3. Bulgaria

Use of digital tools

As shown in Figure 21, the use of digital tools in **Bulgaria** is significantly lower than the EU average, particularly in relation to communication platforms. Conversely, the use of advanced industrial tools, particularly predictive systems, is slightly higher.

Figure 21. Percentage of workers who have used digital devices at least once in the last 12 months in Bulgaria and the EU



Source: AIM-WORK Survey (2025)

In **Bulgaria**, 19% of workers reported having used AI for work-related purposes in the last 12 months, which is significantly below the EU average. Intensity of use is lower than the EU average, while the perception of respondents about the impact of AI is more positive than for the EU as a whole.

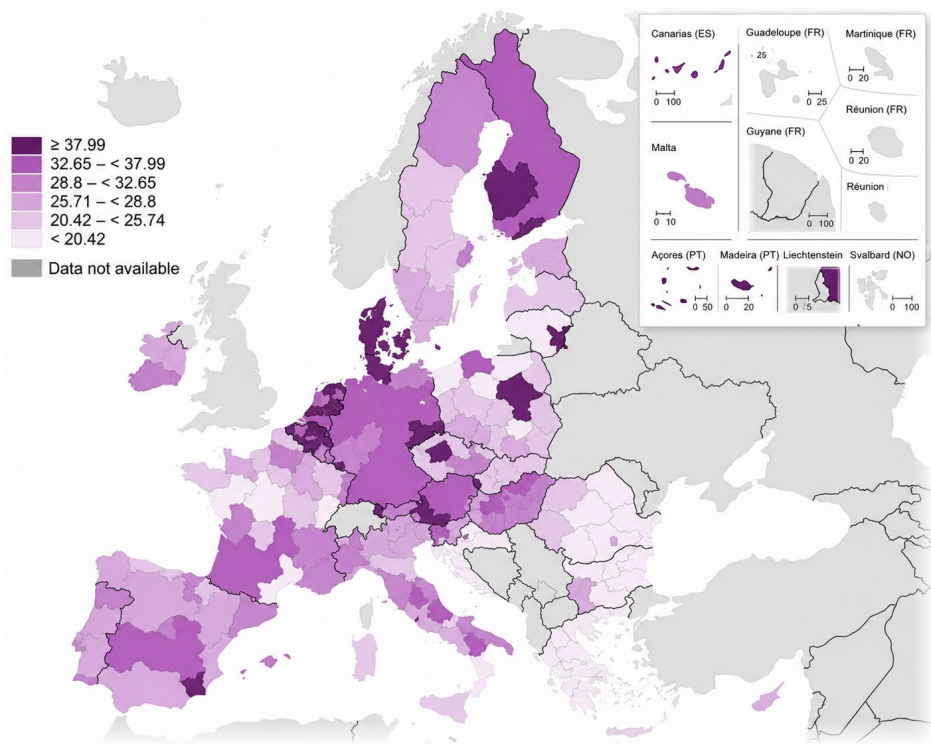
Figure 22. Use of AI at work in Bulgaria and the EU.

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Bulgaria	19%	13%	11%	3.25	0.81
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025).

Figure 23 illustrates the geography of AI usage in the EU according to AIM-WORK data. In Bulgaria, AI usage is well below the EU average across all regions.

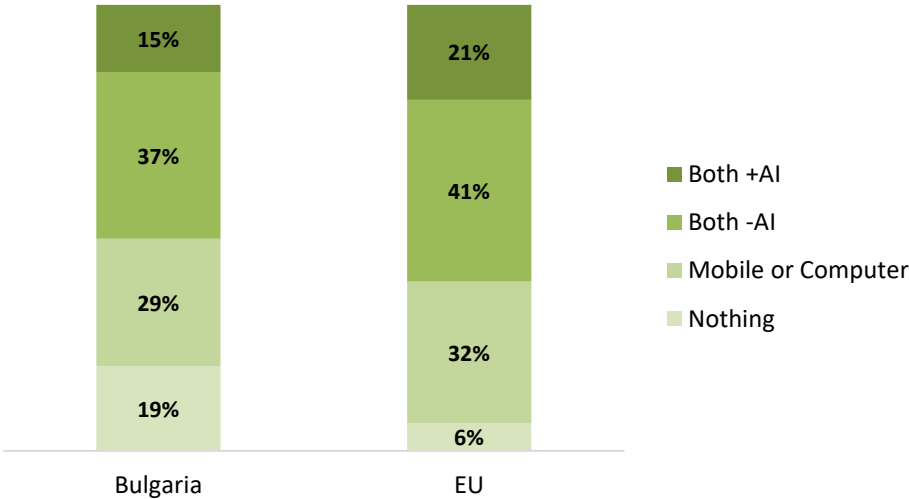
Figure 23. AI usage at work across regions in Bulgaria and the EU



Source: AIM-WORK Survey (2025)

The **Bulgarian** labour market is significantly less digitalised than the European average. Almost one in five Bulgarian workers does not use any digital device. While the share of workers using a single digital device is similar to the EU average, it is notably lower when it comes to highly digitalised workers, i.e. those using multiple devices, or multiple devices combined with AI.

Figure 24. Percentage of workers by digital devices used at work in Bulgaria and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Time monitoring is less prevalent in **Bulgaria** than the EU average, but activity and physical monitoring are higher. Particularly relevant is the large gap in CCTV monitoring: almost half of Bulgarian workers are subject to this type of control, compared to just 14% at the EU level. In general, the prevalence of the most intense forms of monitoring is above the average, suggesting a strictly supervised working environment.

Figure 25. Share of workers subject to digital monitoring in Bulgaria and the EU, by monitoring type

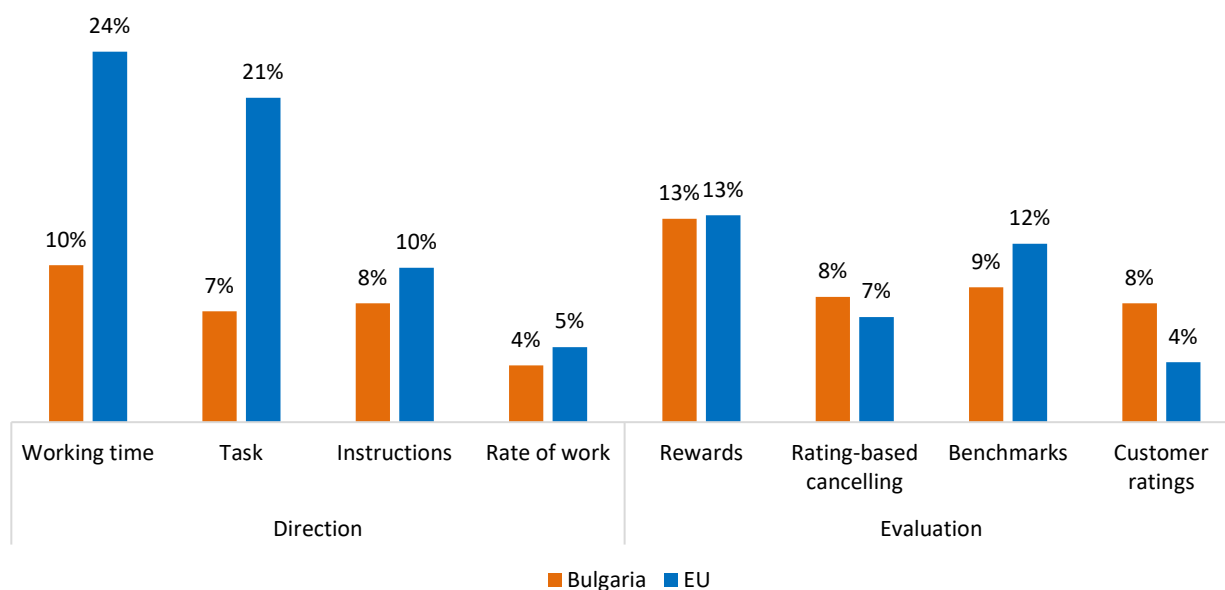
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Bulgaria	24%	32%	13%	18%	19%	9%		47%	18%	14%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Bulgaria is below the European average in terms of the automated allocation of tasks and performance evaluation, with the exception of customer ratings. This suggests that the use of digital tools is mainly restricted to the control of work processes rather than their management.

Figure 26. Share of workers subject to algorithmic management. in Bulgaria and the EU

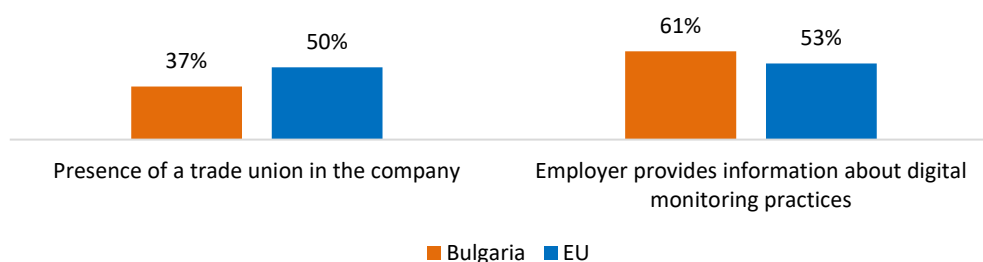


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 27 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Bulgaria** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 27. Employer information on digital monitoring and trade union presence in Bulgaria and the EU

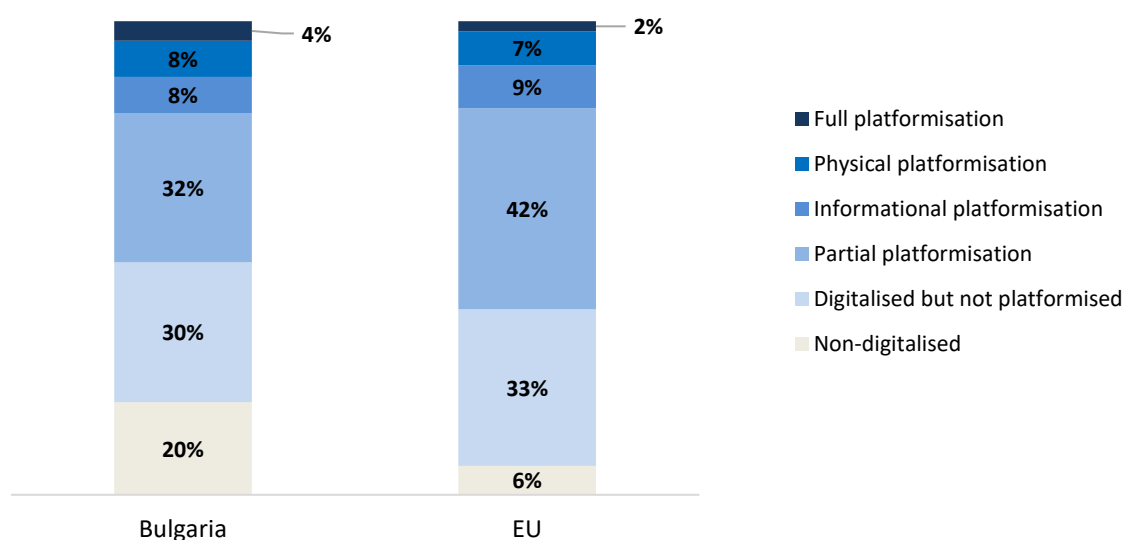


Source: AIM-WORK Survey (2025)

Platformisation of work

illustrates the prevalence of platformisation of work in **Bulgaria** and the EU as a whole. Although Bulgaria shows a lower level of platformisation compared to the EU average, this is primarily due to its less digitalised labour market. Among digitalised workers in Bulgaria, the majority are subject to some form of platformisation. In fact, Bulgaria slightly exceeds the EU average in full platformisation (4% vs 2%) and is nearly equal in terms of physical and informational platformisation. This suggests a certain polarisation within the Bulgarian labour market, where workers tend either to remain outside digitalisation or to be integrated into platform-based forms of work.

Figure 28. Share of workers subject platformisation of work in Bulgaria and the EU

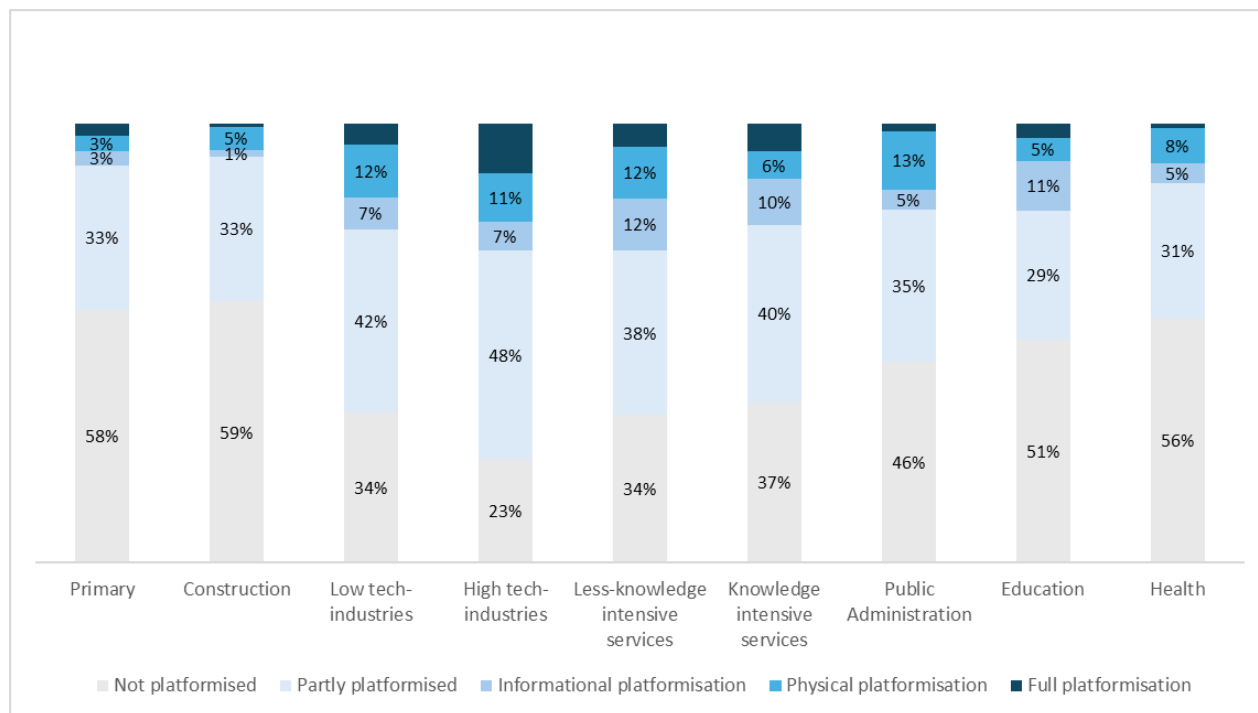


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 29 shows the prevalence of platformisation across sectors in **Bulgaria**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of primary and, to a lesser extent, construction and low-technology industries. High-technology industries, knowledge intensive services, health, services and public administration are significantly platformised in the Bulgarian case.

Figure 29. Platformisation of work by sector in Bulgaria and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

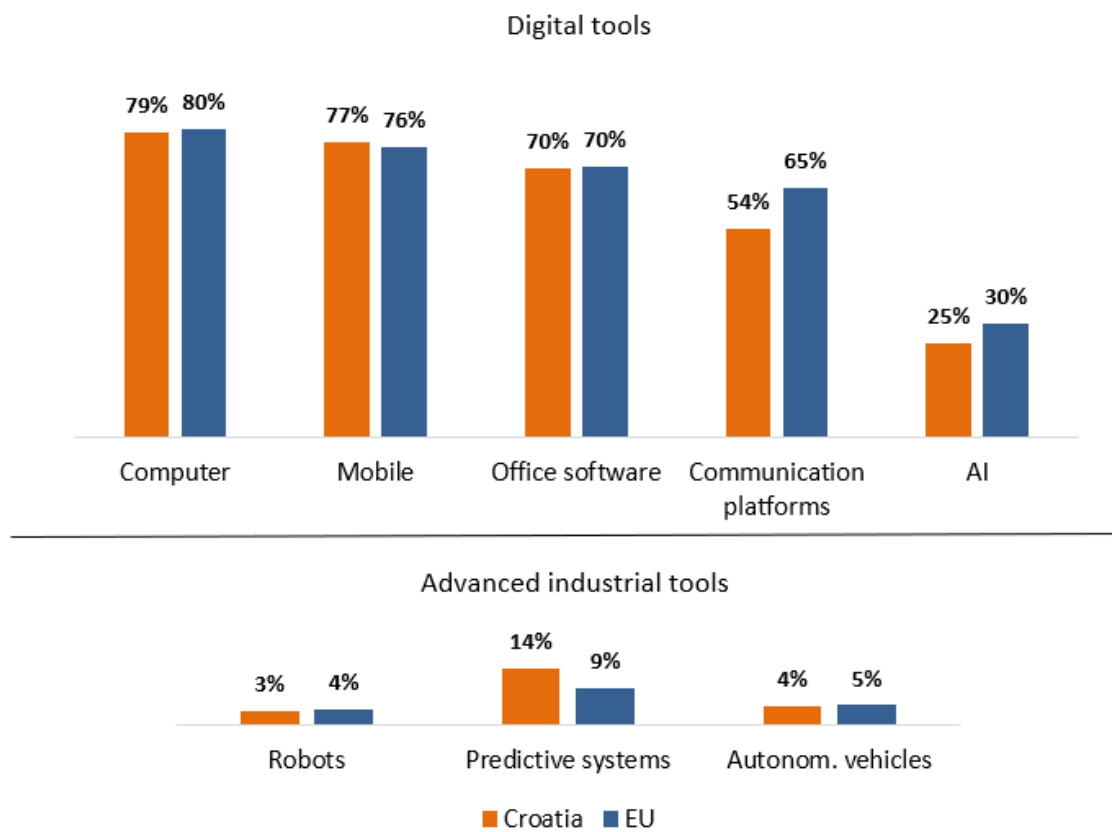
Source: AIM-WORK Survey (2025)

3.4. Croatia

Use of digital tools

As shown in Figure 30, the use of digital and advanced industrial tools in **Croatia** is similar to the EU average, except for a lower use of communication platforms and Artificial Intelligence, and a higher use of predictive systems.

Figure 30. Percentage of workers who have used digital devices at least once in the last 12 months in Croatia and the EU



Source: AIM-WORK Survey (2025)

In **Croatia**, 25% of workers reported having used AI for work-related purposes in the last 12 months, which is below the EU average. Intensity of use is lower than the EU average, while the perception of respondents about the impact of AI is more positive than for the EU as a whole.

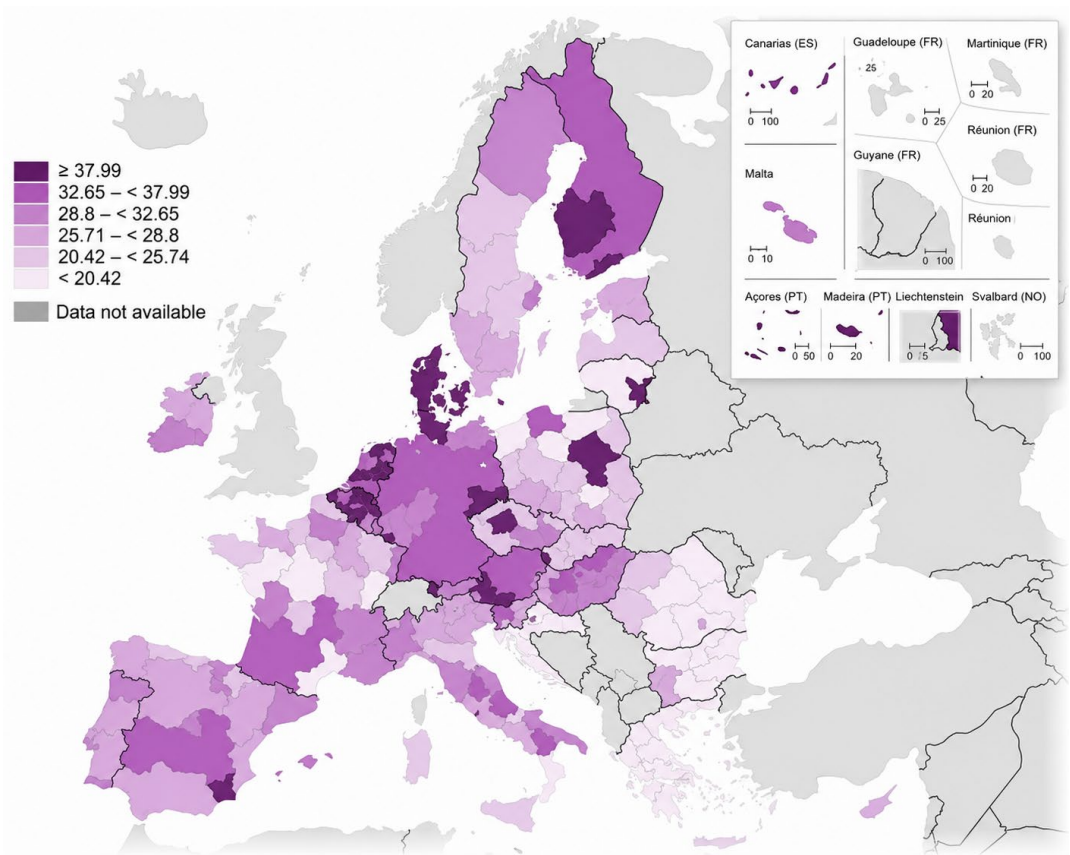
Figure 31. Use of AI at work in Croatia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Croatia	25%	14%	11%	3.33	0.86
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 32 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Croatia** the use of AI is low across all regions.

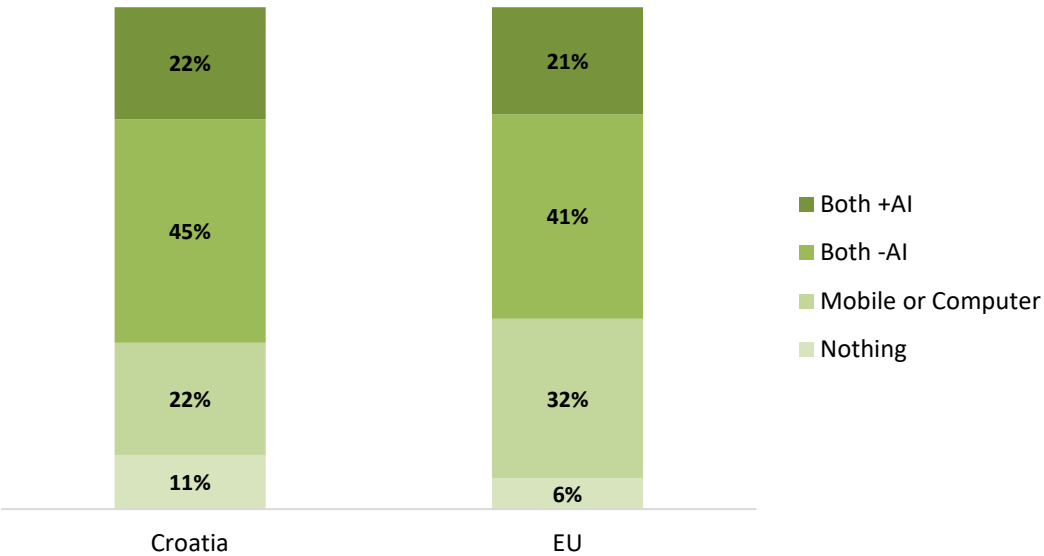
Figure 32. AI usage at work across regions in Croatia and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 33, the use of digital tools by workers in Croatia is more polarised than for the EU as a whole. On the one hand, the share of workers not using digital tools is significantly above the average, and so is the share of workers using a single digital device. On the other, shares are higher when it comes to highly digitalised workers, i.e. those using multiple devices, or multiple devices combined with AI.

Figure 33. Percentage of workers by digital devices used at work in Croatia and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Digital monitoring in **Croatia** is similar to the EU average, except for a lower time monitoring, and a higher use of physical monitoring.

Figure 34. Share of workers subject to digital monitoring in Croatia and the EU, by monitoring type

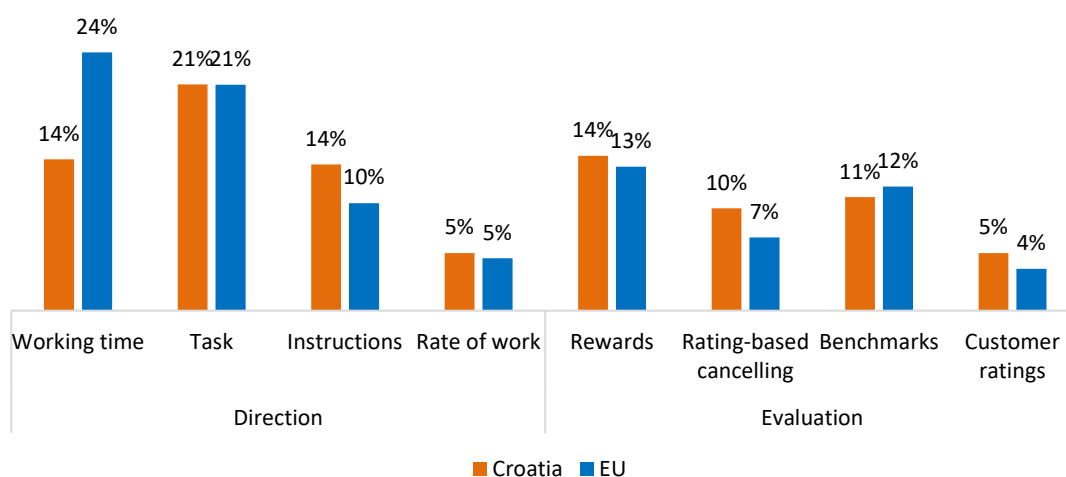
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Croatia	25%	36%	8%	14%	13%	9%	28%	16%	11%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Croatia is below the European average in terms of automated allocation of working time at work but shows similar or higher figures in most other indicators.

Figure 35. Share of workers subject to algorithmic management in Croatia and the EU

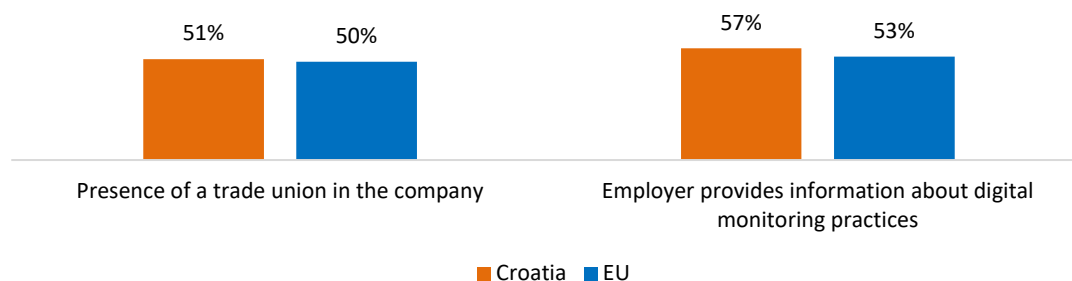


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 36 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Croatia** is above the EU average in terms of trade union representation and regarding the provision of information about digital monitoring practices by employers.

Figure 36. Employer information on digital monitoring and trade union presence in Croatia and the EU

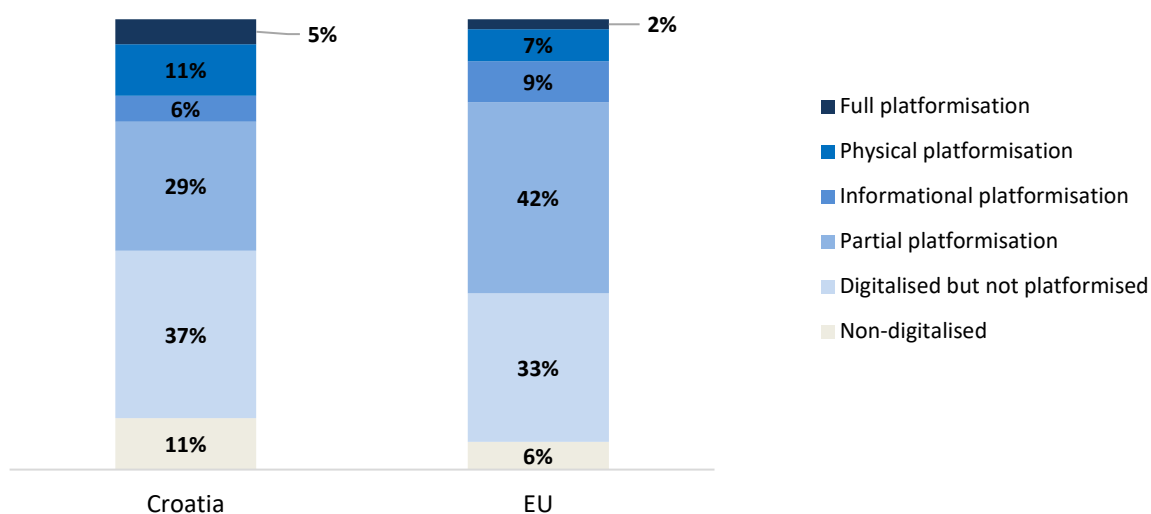


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 37 illustrates the prevalence of platformisation of work in **Croatia** and the EU as a whole. Croatia shows a higher level of platformisation than the EU average. Around three out of four workers in Croatia are subject to some form of platformisation, and both full and physical platformisation are more frequent than in the EU overall.

Figure 37. Share of workers subject to platformisation of work in Croatia and the EU

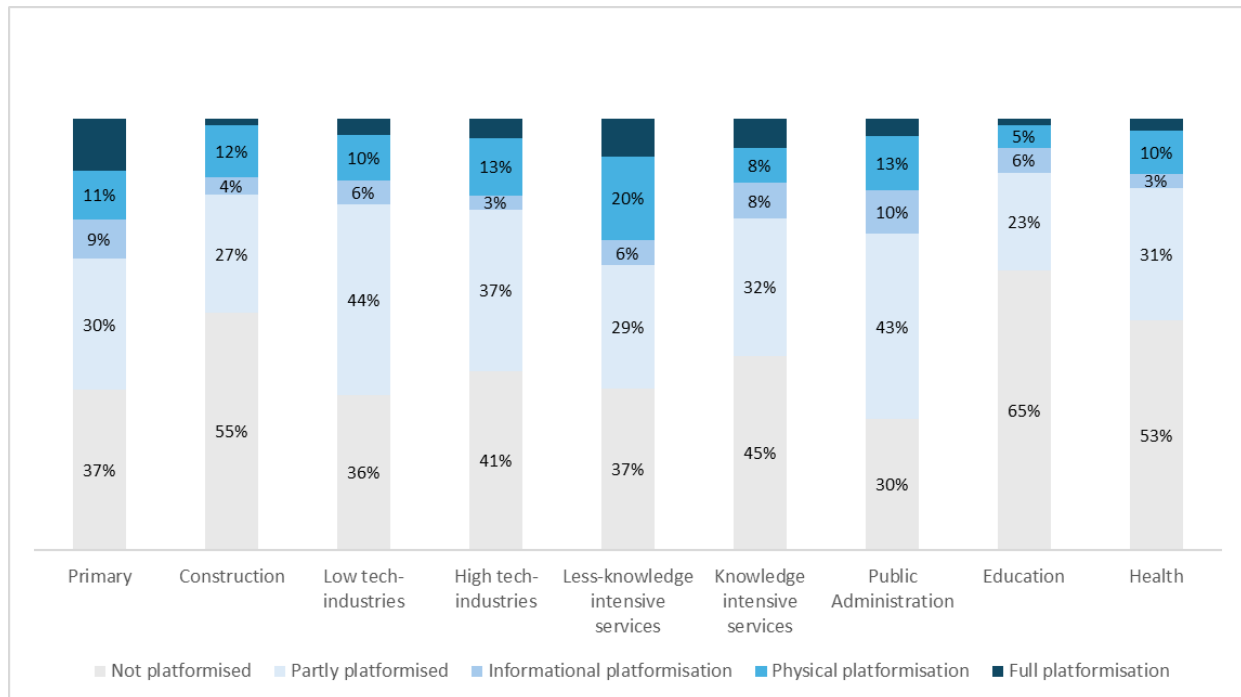


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 38 shows the prevalence of platformisation across sectors in **Croatia**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of education. Public administration and services are significantly platformised in the Croatian case.

Figure 38. Platformisation of work by sector in Croatia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

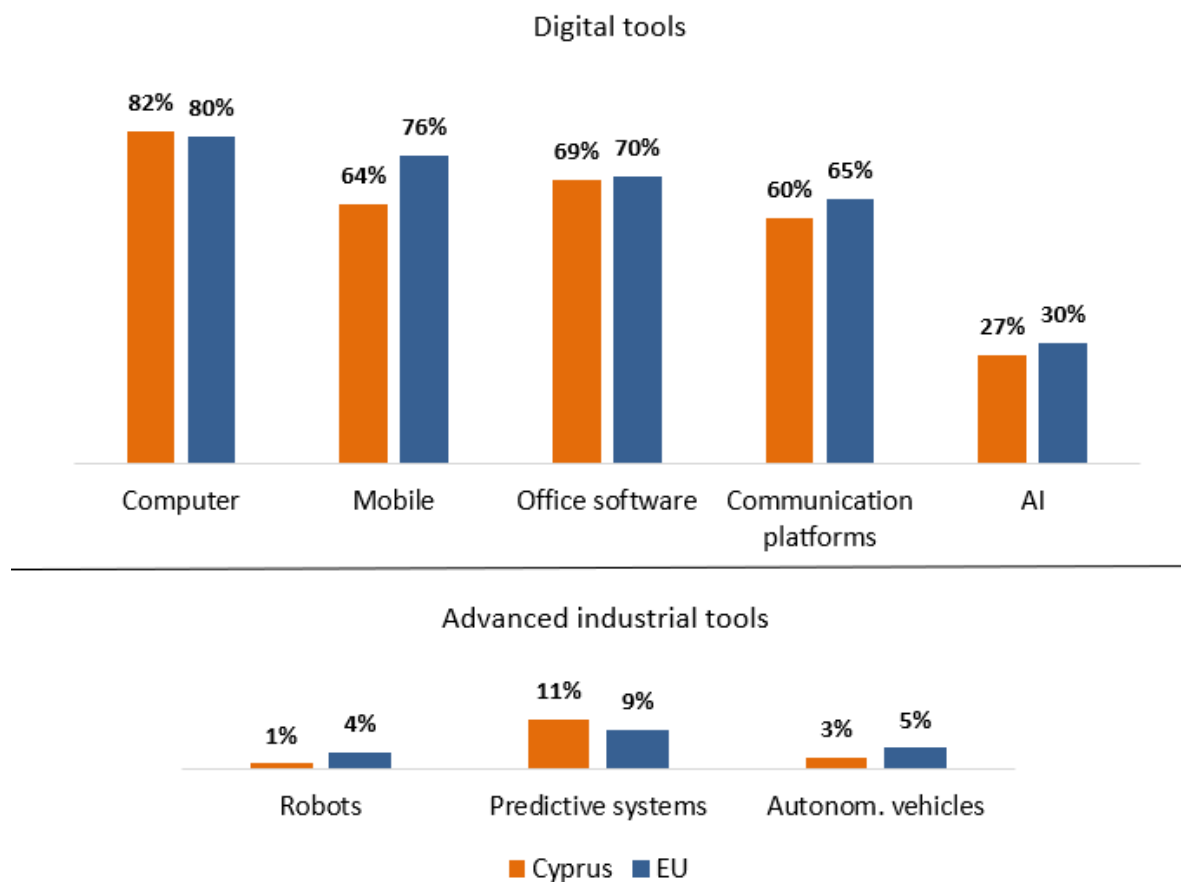
Source: AIM-WORK Survey (2025)

3.5. Cyprus

Use of digital tools

As shown in Figure 39, the use of digital and advanced industrial tools in **Cyprus** is slightly lower than the EU average, except in the use of computers and predictive systems. In any case, the differences are not substantial.

Figure 39. Percentage of workers who have used digital devices at least once in the last 12 months in Cyprus and the EU



Source: AIM-WORK Survey (2025)

In **Cyprus** 27% of workers reported having used AI for work-related purposes in the last 12 months, which is similar to the EU average. Intensity of use is lower than the EU average, while the perception of respondents about the impact of AI is more positive than for the EU as a whole.

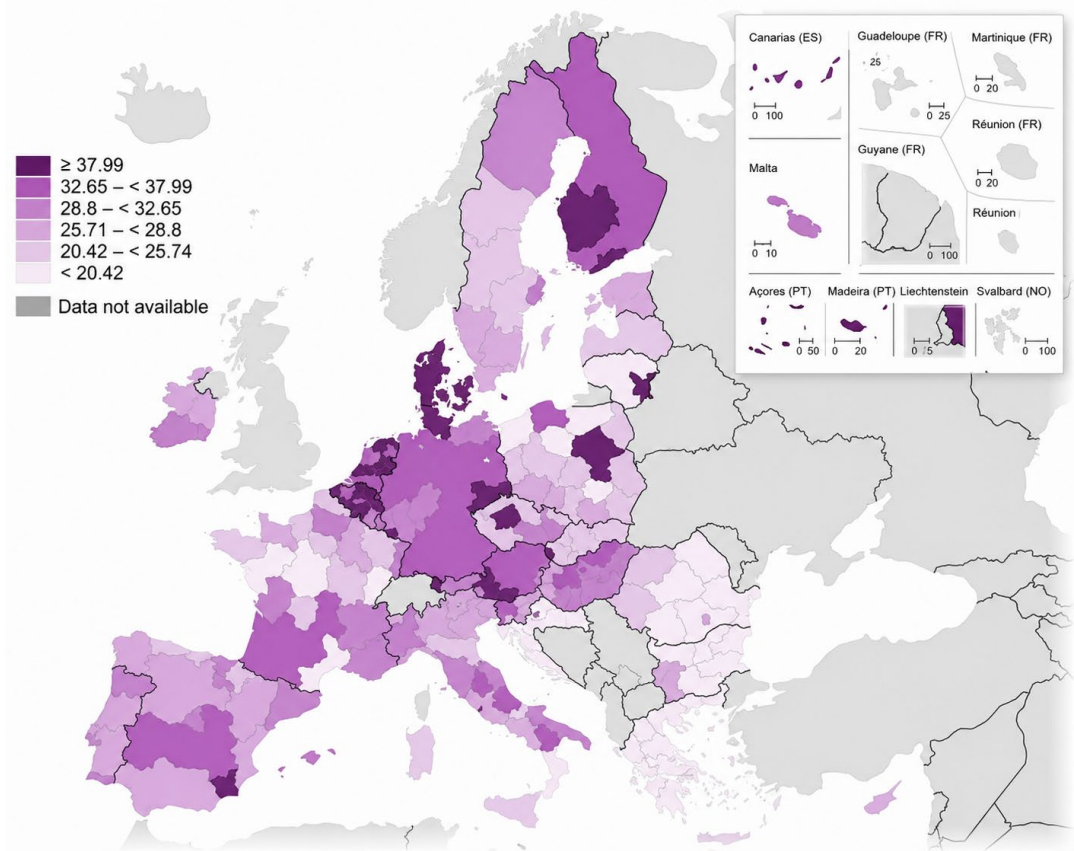
Figure 40. Use of AI at work in Cyprus and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Cyprus	27%	18%	15%	3.21	0.87
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 41 illustrates the geography of AI usage in the EU according to AIM-WORK data. There is medium adoption of AI in **Cyprus**.

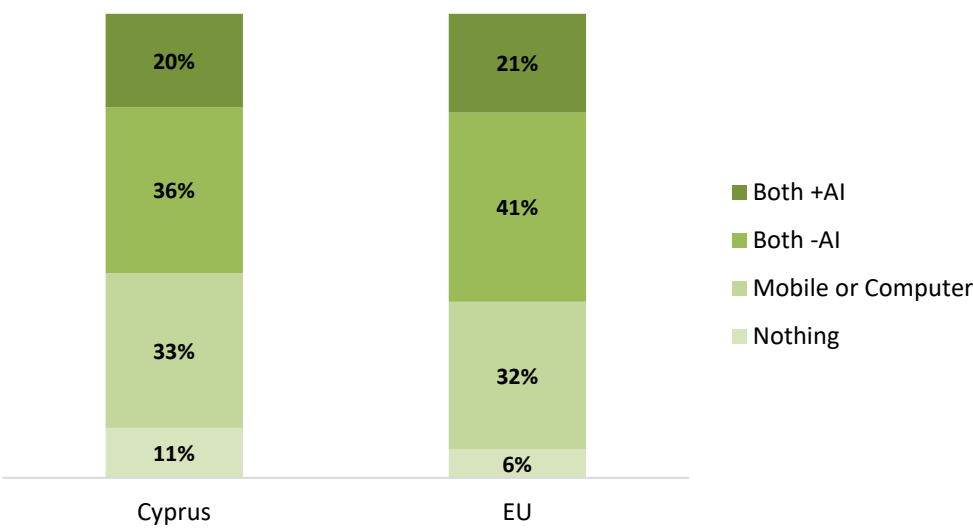
Figure 41. AI usage at work across regions in Cyprus and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 42, the **Cypriot** labour market is slightly less digitalised than the European average. There is a lower share of workers making a more sophisticated use of digital devices, and a larger share of workers who do not use any digital tools.

Figure 42. Percentage of workers by digital devices used at work in Cyprus and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Cyprus follows similar patterns to the rest of Europe regarding the monitoring of working time through digital devices, but stands out for its notably higher levels of activity and physical monitoring. Particularly relevant is the large gap in CCTV monitoring: one third of Cypriot workers are subject to this type of control, compared to just 14% at the EU level. This suggests that workplace supervision is not limited to attendance monitoring, but involves direct oversight of tasks and activities, mediated by new technologies.

Figure 43. Share of workers subject to digital monitoring in Cyprus and the EU, by monitoring type

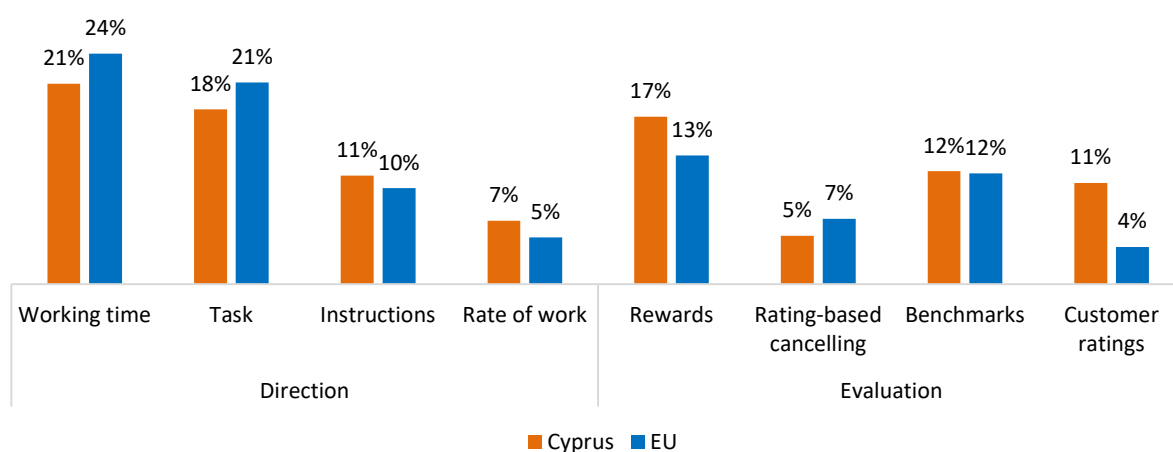
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Cyprus	33%	43%	16%	18%	19%	11%		32%	13%	8%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Cyprus scores slightly below the EU average in the use of algorithmic management for work direction, and above in its use for evaluation. In this latter dimension, Cyprus shows higher levels in the use of customer ratings and algorithmically assigned rewards. This may be linked to the importance of the service sector in Cyprus — particularly industries such as tourism — where automated evaluation is often based on customer feedback.

Figure 44. Share of workers subject to algorithmic management in Cyprus and the EU

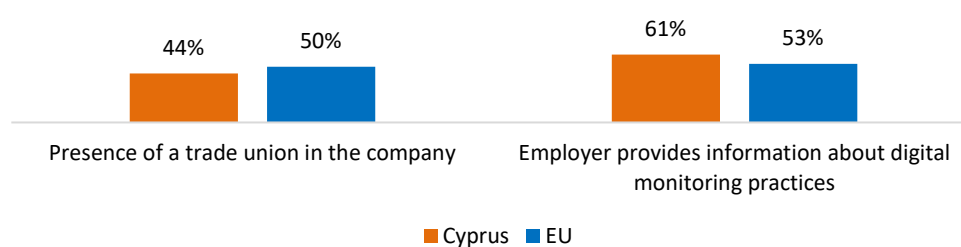


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 45 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Cyprus** is below the EU average in terms of trade union representation, but it is very similar regarding the provision of information about digital monitoring practices by employers.

Figure 45. Employer information on digital monitoring and trade union presence in Cyprus and the EU

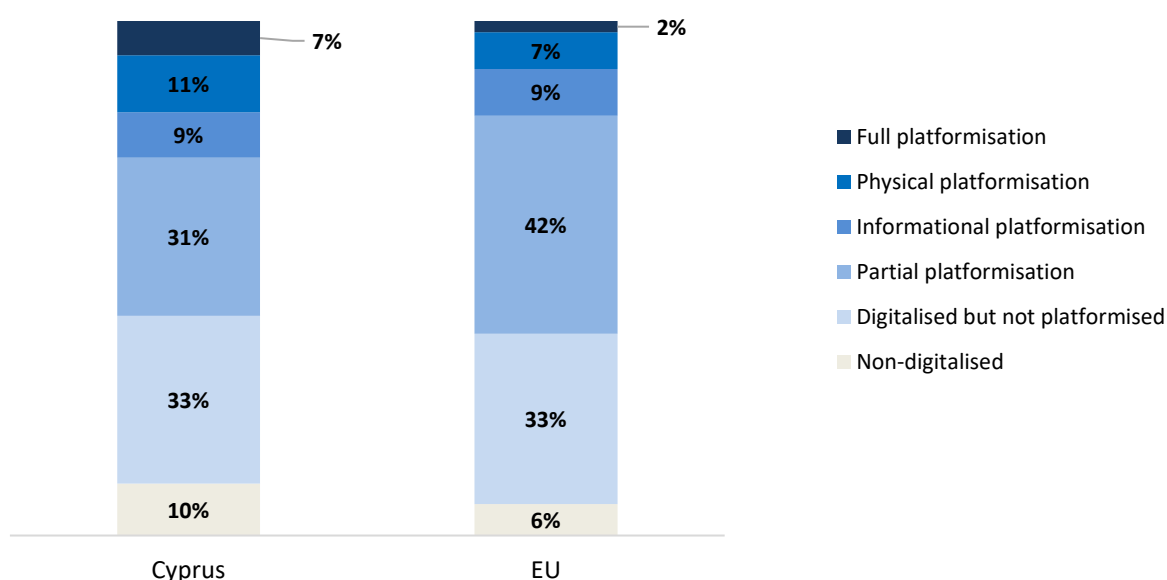


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 46 illustrates the prevalence of platformisation of work in **Cyprus** and the EU as a whole. Although overall platformisation levels in Cyprus are similar to the EU average, this may be explained by the country's less digitalised labour market, as mentioned previously. Among digitalised workers, however, Cyprus exceeds the EU average in full platformisation (7% vs 2%) and in physical platformisation (11% vs 9%). This suggests a certain polarisation within the Cypriot labour market, where workers tend either to remain outside digitalisation or to be integrated into platform-based forms of work.

Figure 46. Share of workers subject to platformisation of work in Cyprus and the EU

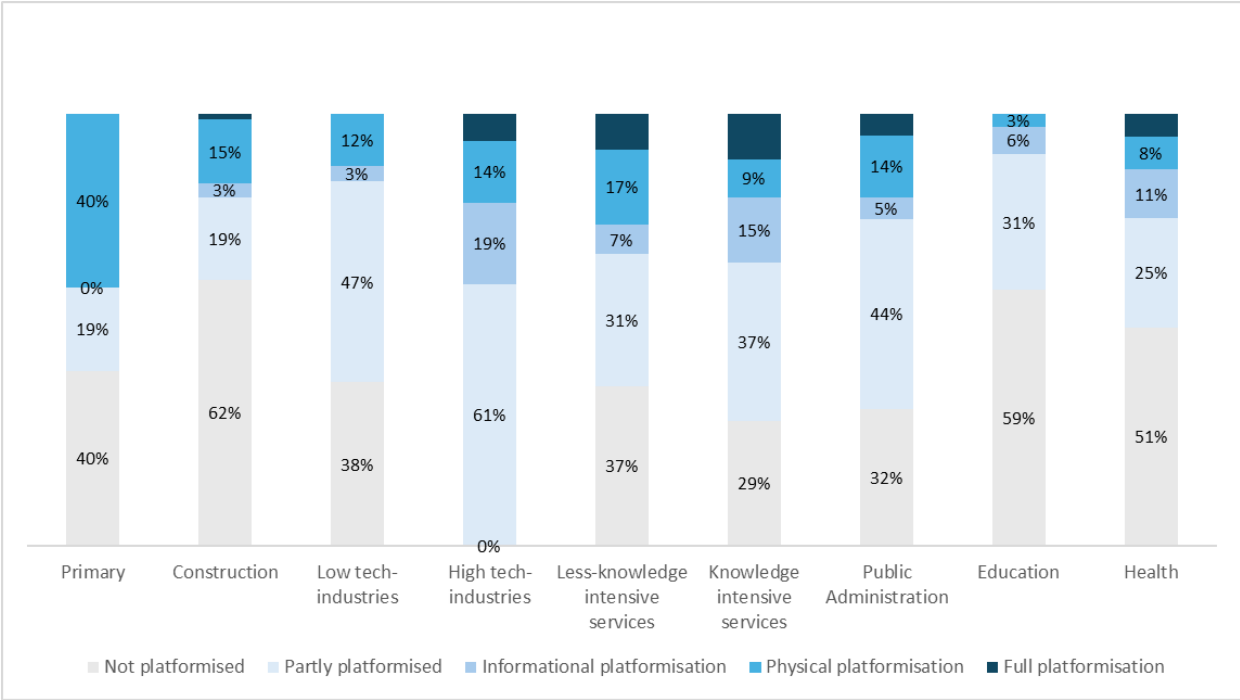


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 47 shows the prevalence of platformisation across sectors in **Cyprus**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of education and construction. High-technology industries, knowledge intensive services, and public administration are significantly platformised.

Figure 47. Platformisation of work by sector in Cyprus and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

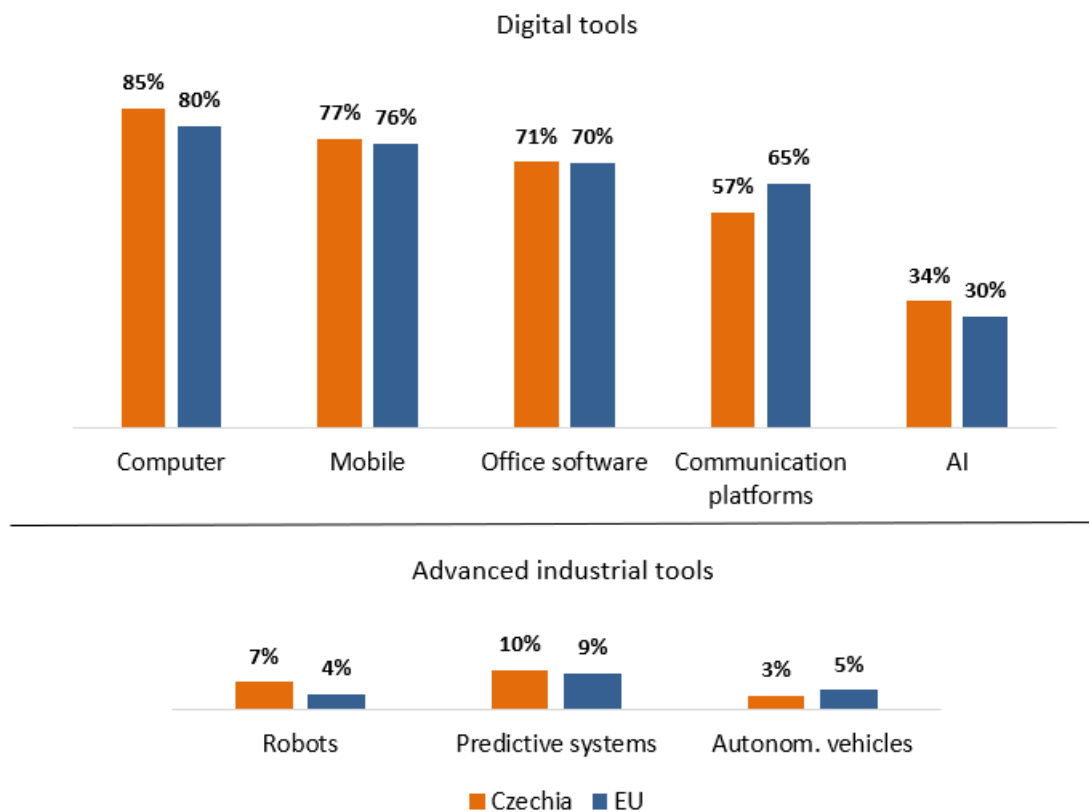
Source: AIM-WORK Survey (2025)

3.6. Czechia

Use of digital tools

As shown in Figure 48, the use of digital tools in the use of digital and advanced industrial tools in **Czechia** is similar to the EU average, except for a lower use of communication platforms and a higher use of AI and predictive systems.

Figure 48. Percentage of workers who have used digital devices at least once in the last 12 months in Czechia and the EU



Source: AIM-WORK Survey (2025)

In **Czechia**, 34% of workers reported having used AI for work-related purposes in the last 12 months, which is above the EU average. Intensity of use is higher than the EU average, and the perception of respondents about the impact of AI is more positive than for the EU as a whole.

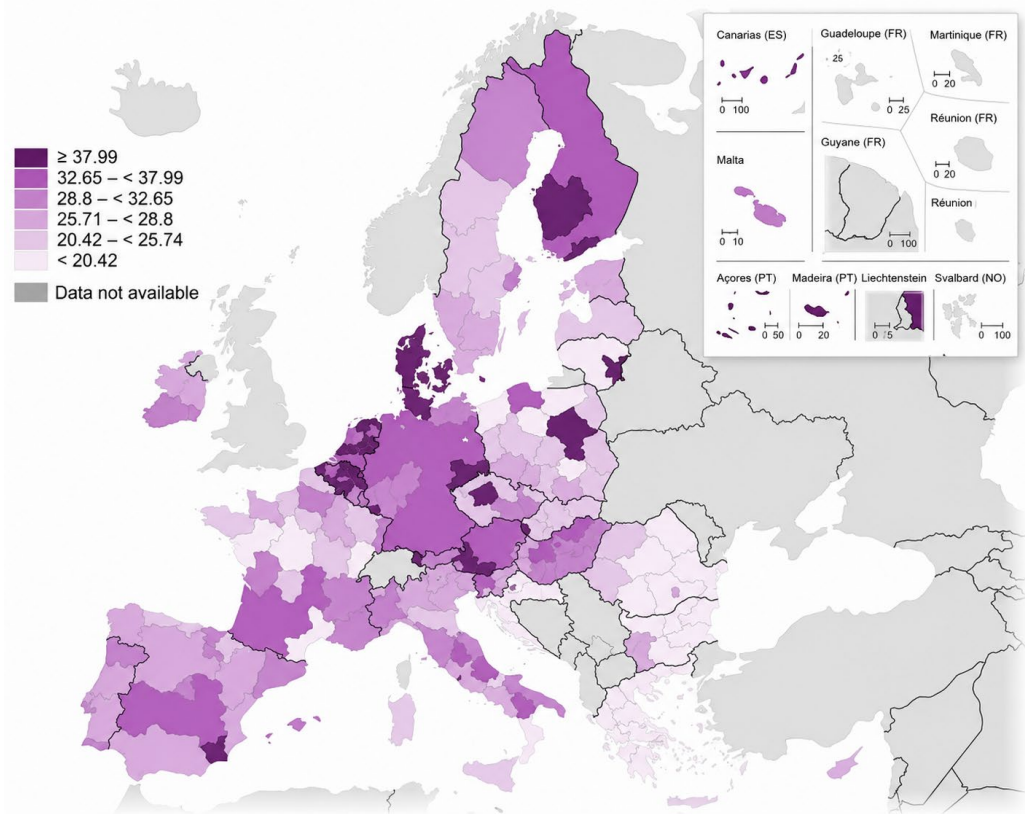
Figure 49. Use of AI at work in Czechia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Czechia	34%	23%	18%	3.39	0.88
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 50 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Czechia**, the Prague region clearly stands out in terms of AI usage.

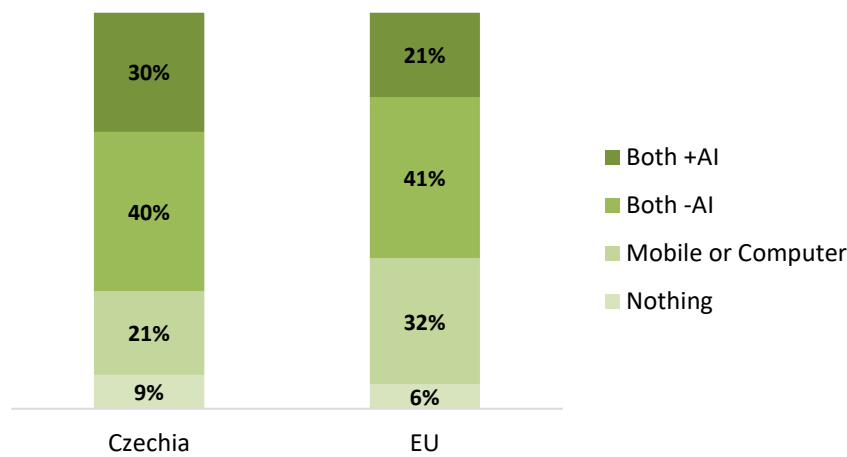
Figure 50. AI usage at work across regions in Czechia and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 51, the **Czech** labour market is more digitalised than the European average. There is a significantly higher share of workers who use mobile devices and computers combined with AI, and a lower proportion of workers who use only one type of digital device (either a computer or a mobile device, but not both).

Figure 51. Percentage of workers by digital devices used at work in Czechia and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Czechia stands out for its notably higher levels of digital monitoring compared with the EU average. Around half of Czech workers have their working time monitored in some form. Additionally, one in four workers has their internet activity monitored and/or is subject to physical presence control through cameras or vehicle tracking. Taken together, these figures indicate a highly supervised working environment characterised by strict and standardised control procedures.

Figure 52. Share of workers subject to digital monitoring in Czechia and the EU, by monitoring type

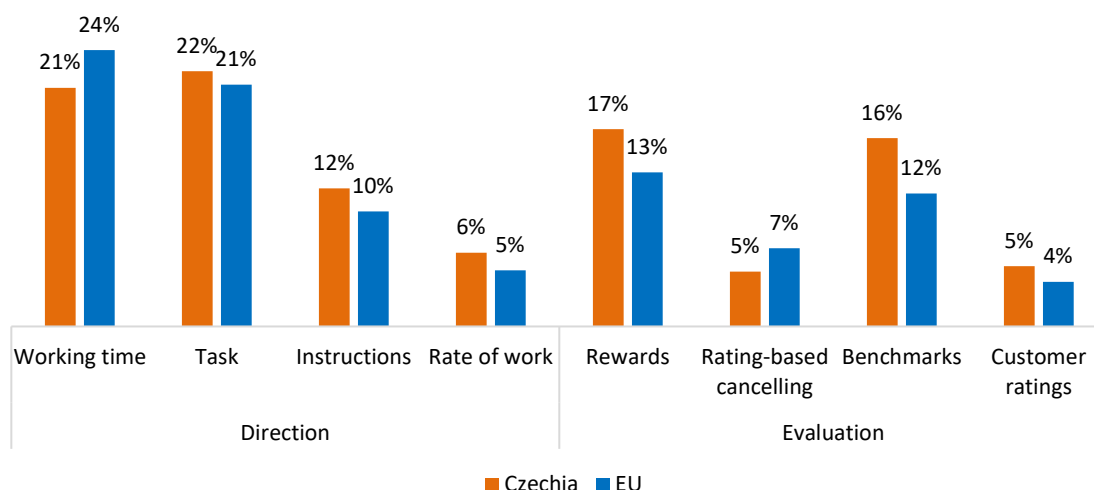
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Czechia	43%	57%	13%	17%	24%	6%	25%	24%	9%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Czechia shows a pattern similar to the EU average with regard to algorithmic management, both in terms of algorithmic direction and evaluation. This suggests that in the Czech labour market, new technologies are being used more for supervision and control than for the automation of decision-making, task allocation, or performance evaluation.

Figure 53. Share of workers subject to algorithmic management in Czechia and the EU

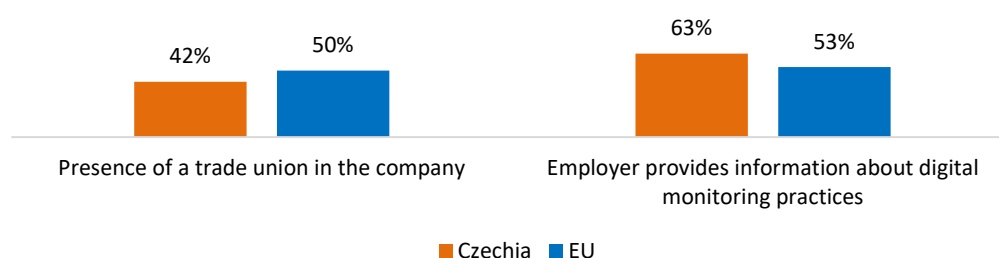


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 54 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Czechia** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 54. Employer information on digital monitoring and trade union presence in Czechia and the EU

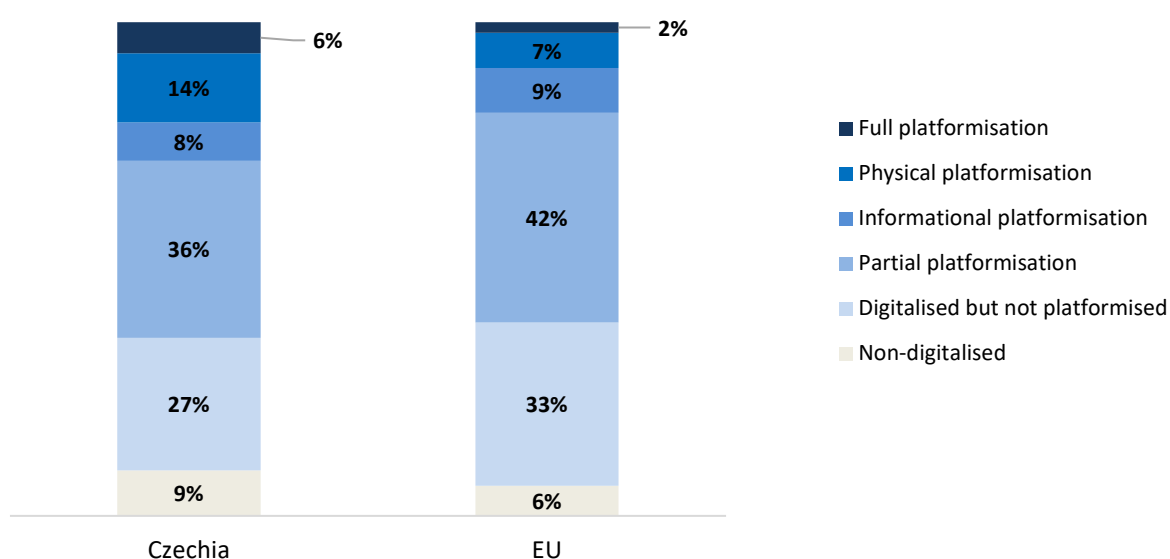


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 55 illustrates the prevalence of platformisation of work in **Czechia** and the EU as a whole. Czechia exceeds the EU average in full platformisation and in physical platformisation (14% vs 7%), but scores lower in partial platformisation and has a higher share of non-digitalised workers. This suggests a certain polarisation in the Czech labour market, where both the most intense forms of platform-based work and the absence of platformisation are more frequent.

Figure 55. Share of workers subject to platformisation of work in Czechia and the EU

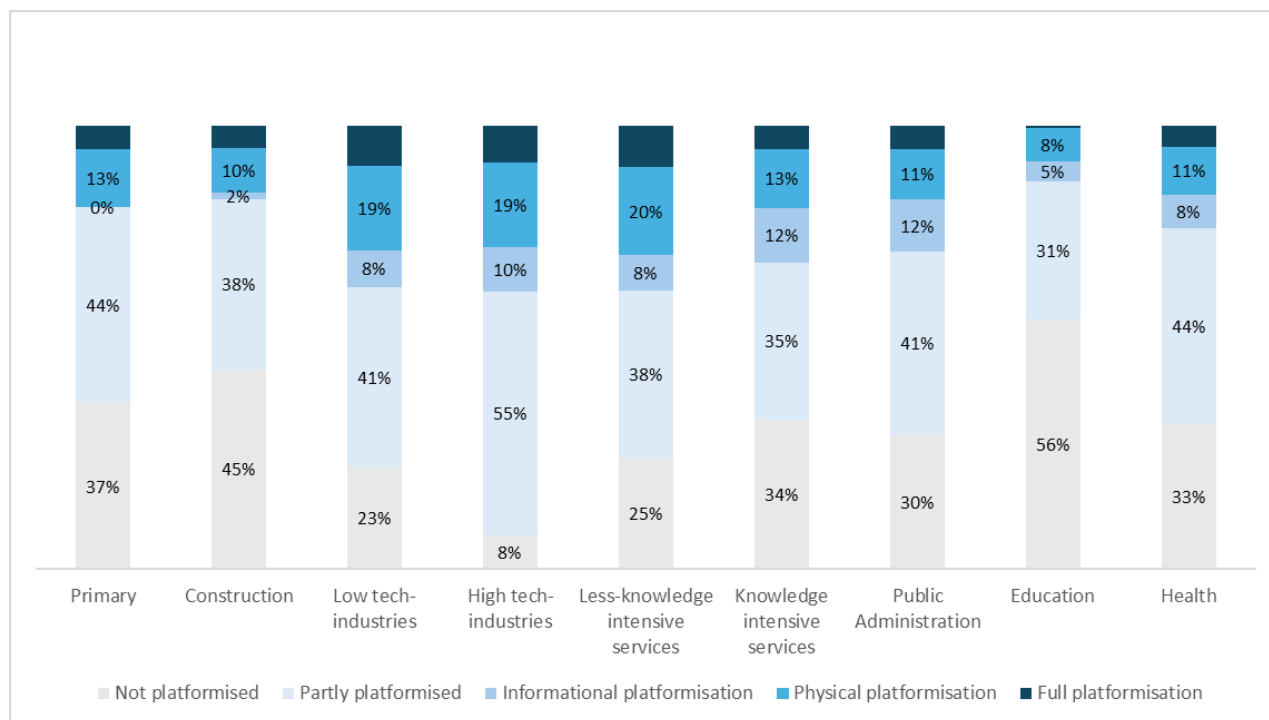


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 56 shows the prevalence of platformisation across sectors in **Czechia**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of education. High-technology industries, health, services and public administration are significantly platformised.

Figure 56. Platformisation of work by sector in Czechia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

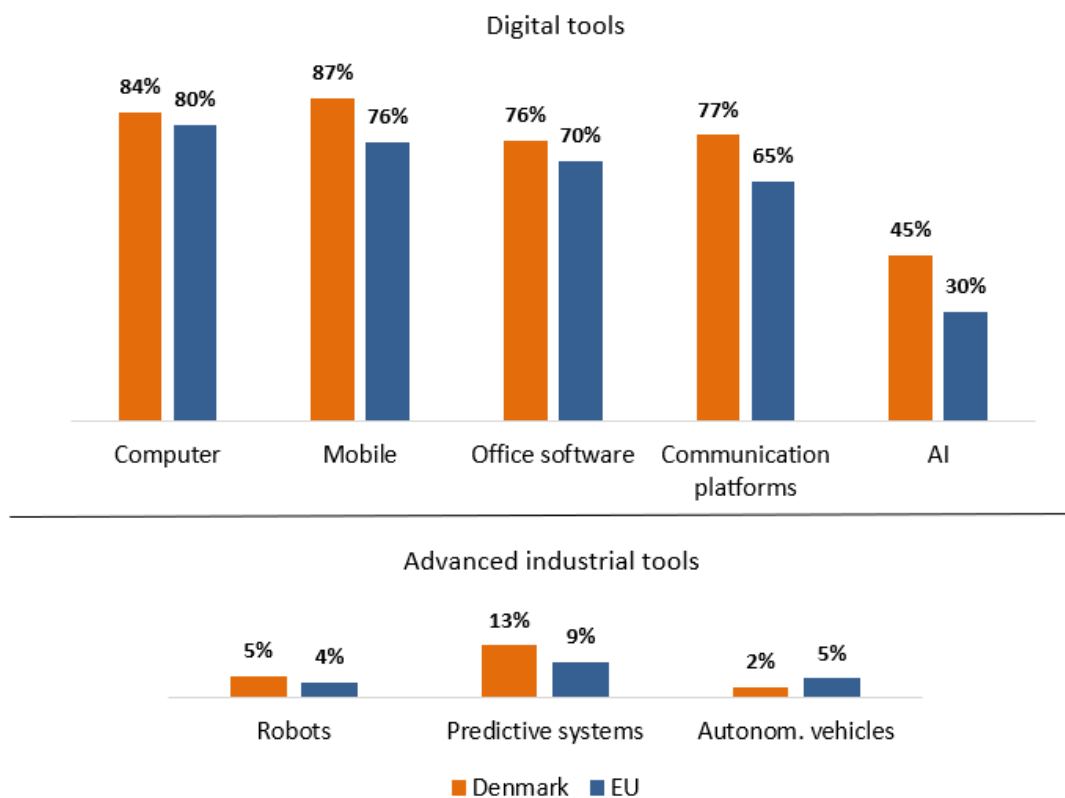
Source: AIM-WORK Survey (2025)

3.7. Denmark

Use of digital tools

As shown in Figure 57, the use of digital and advanced industrial tools in **Denmark** is higher than the EU average, standing out for its greater adoption of AI and the higher prevalence of predictive systems. This suggests a highly advanced degree of digitalisation.

Figure 57. Percentage of workers who have used digital devices at least once in the last 12 months in Denmark and the EU



Source: AIM-WORK Survey (2025)

In **Denmark**, 45% of workers reported having used AI for work-related purposes in the last 12 months, the highest figure in the EU. The intensity of use is also higher than the EU average, while respondents’ perceptions of the impact of AI are more negative than those of the EU as a whole.

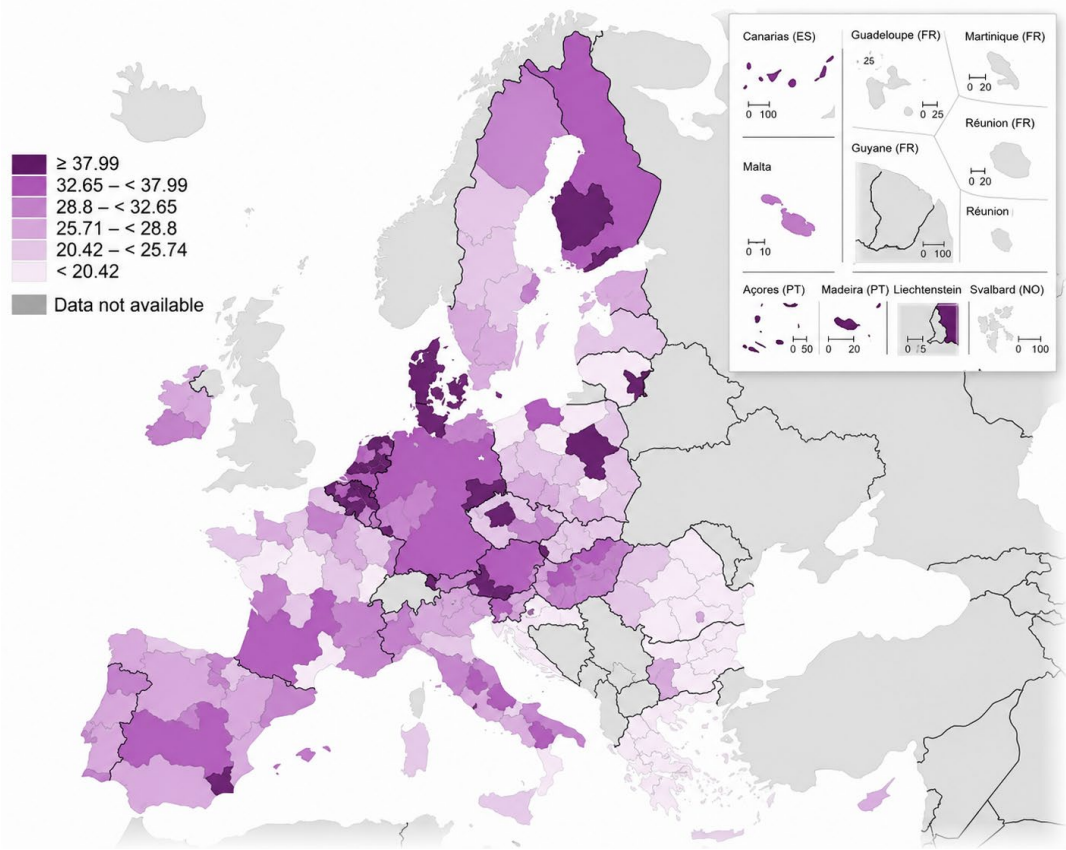
Figure 58. Use of AI at work in Denmark and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Denmark	45%	27%	21%	2.70	0.44
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 59 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Denmark** shows a high level of AI usage in general across all regions.

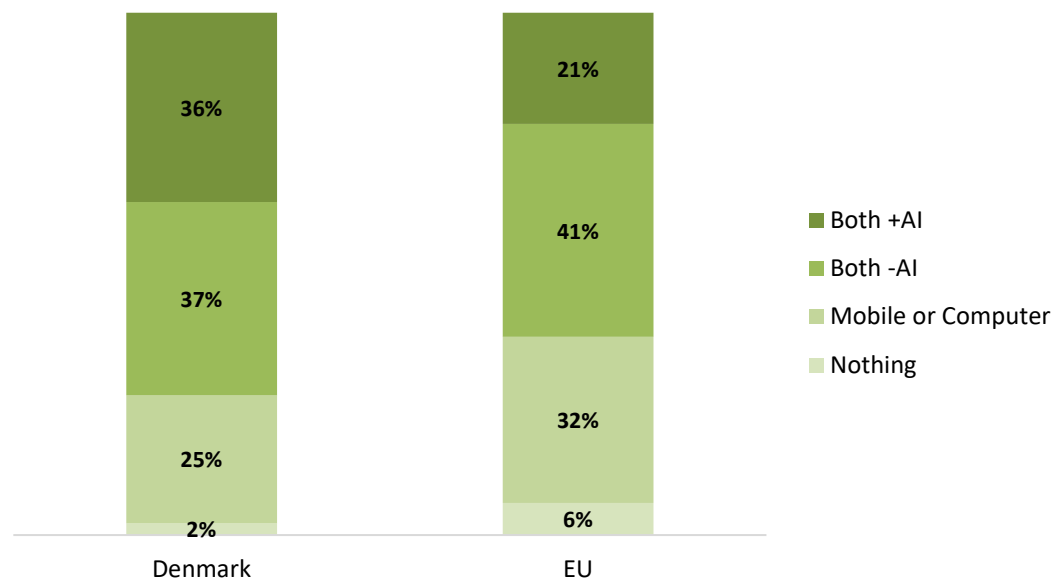
Figure 59. AI usage at work across regions in Denmark and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 60, the **Danish** labour market is significantly more digitalised than the European average. More than one in three workers have integrated AI into their work in combination with both mobile devices and computers, and around three out of four use more than one digital device.

Figure 60. Percentage of workers by digital devices used at work in Denmark and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Denmark stands out for its lower levels of monitoring across all dimensions, particularly in relation to time monitoring, when compared to the EU average. Considering that the Danish labour market is highly digitalised, this could possibly reflect a more autonomous and trust-based usage of new digital technologies, rather than as tools for close supervision.

Figure 61. Share of workers subject to digital monitoring, by monitoring type in Denmark and the EU

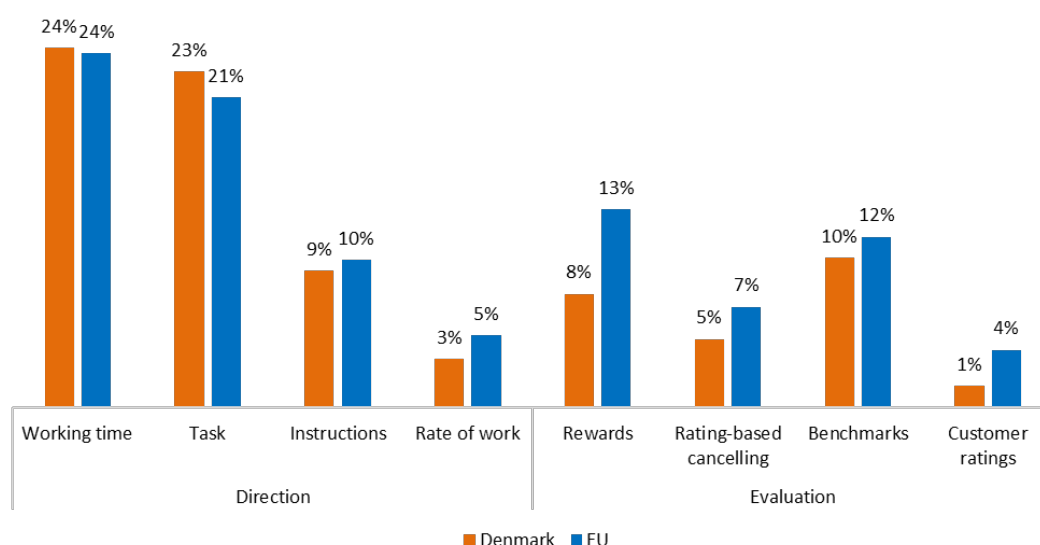
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Denmark	21%	29%	10%	9%	14%	6%		7%	9%	3%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management in **Denmark** follows a pattern similar to the EU average in terms of work direction, but displays lower figures in indicators related to the automated evaluation of work. This latter aspect may reflect a different approach to work management, based more on direct feedback and personal supervision — consistent with the low levels of digital monitoring previously mentioned.

Figure 62. Share of workers subject to algorithmic management in Denmark and the EU

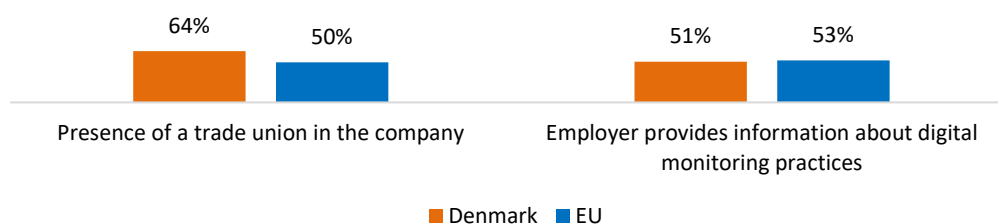


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 63 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Denmark** is above the EU average in terms of trade union representation and slightly below regarding the provision of information about digital monitoring practices by employers.

Figure 63. Employer information on digital monitoring and trade union presence in Denmark and the EU

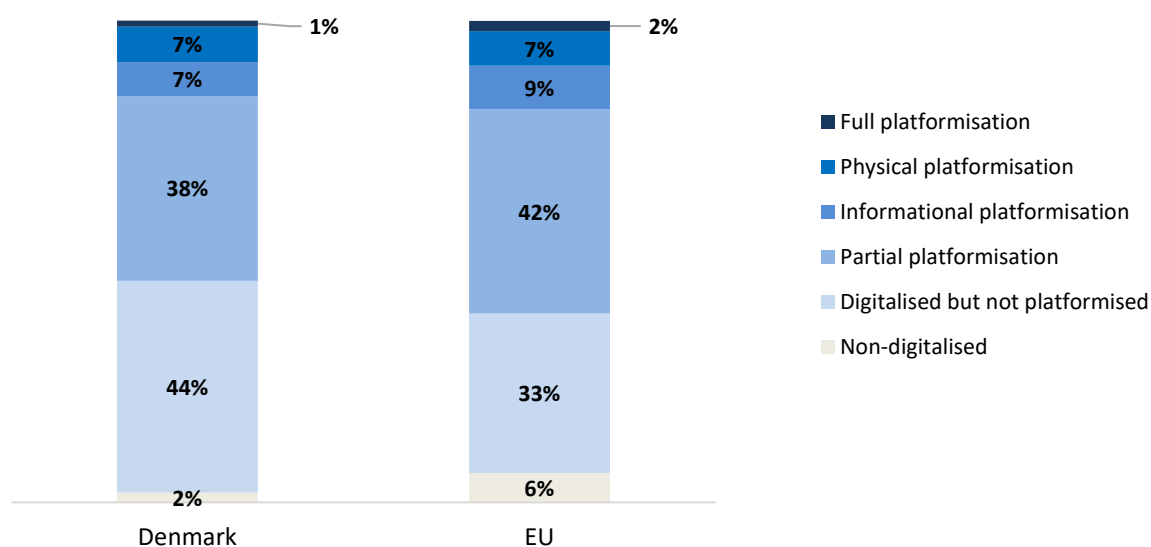


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 64 illustrates the prevalence of platformisation of work in **Denmark** and the EU as a whole. The level of platformisation in Denmark is lower than the EU average. Nearly half of Danish workers (44%) are digitalised but not platformised. This, in line with the patterns mentioned above, suggests a working environment characterised by the autonomous use of digital technologies.

Figure 64. Share of workers subject to platformisation of work in Denmark and the EU

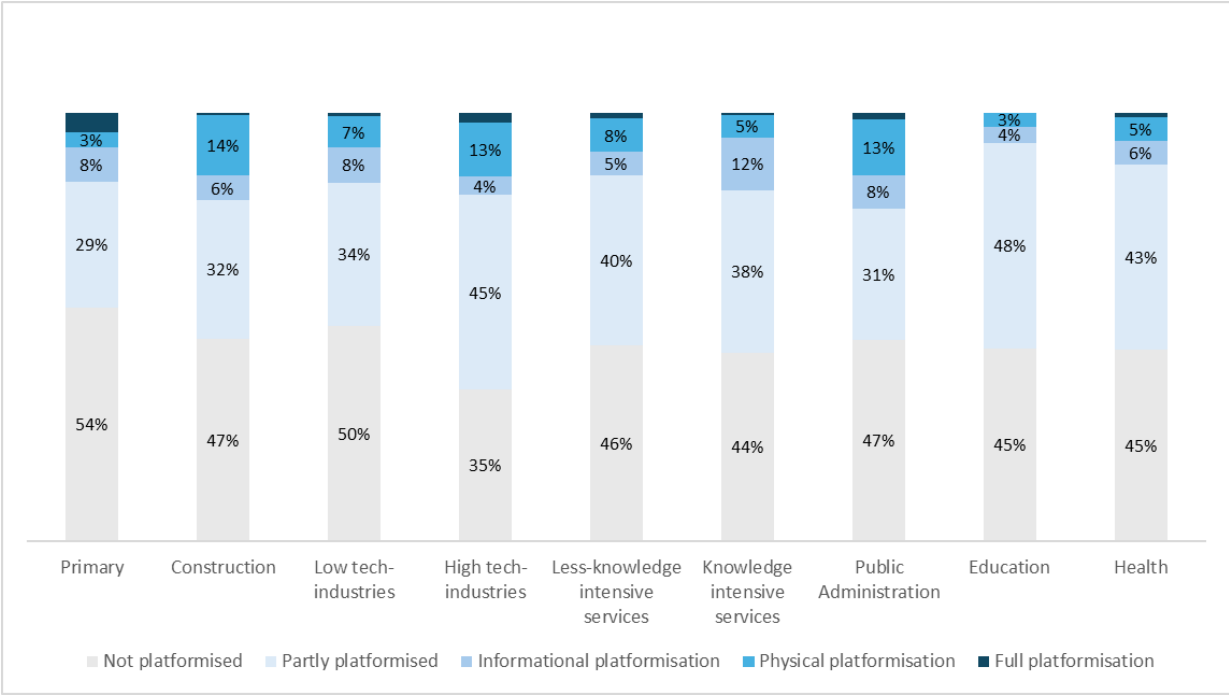


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 65 shows the prevalence of platformisation across sectors in **Denmark**, showing high presence of different forms of partial platformisation but generally very low levels of full, physical and informational platformisation across most sectors. High-technology industries are significantly platformised in the Danish case.

Figure 65. Platformisation of work by sector in Denmark and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

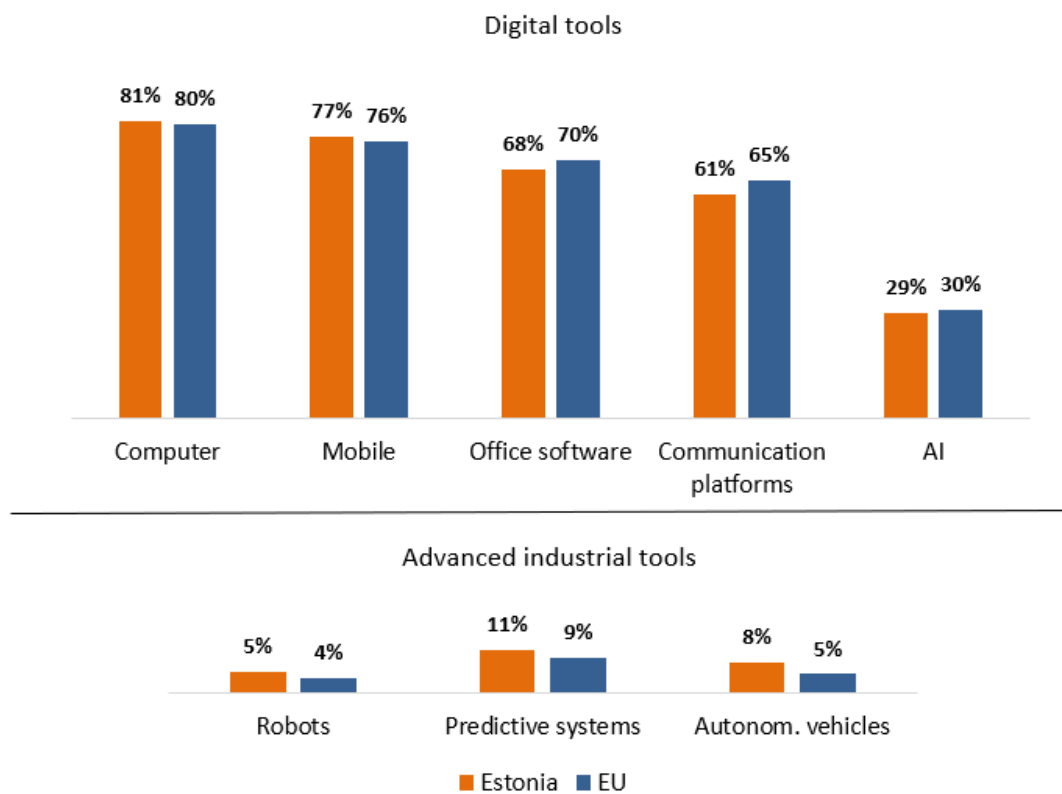
Source: AIM-WORK Survey (2025)

3.8. Estonia

Use of digital tools

As shown in Figure 66, the use of digital tools in **Estonia** is similar to the EU average. However, the use of advanced industrial tools is higher, suggesting a more technologically advanced industrial sector.

Figure 66. Percentage of workers who have used digital devices at least once in the last 12 months in Estonia and the EU



Source: AIM-WORK Survey (2025)

In **Estonia**, 29% of workers reported having used AI for work-related purposes in the past 12 months, a figure close to the EU average. The intensity of use is also similar to the EU average, while respondents' perceptions of the impact of AI are more positive than those in the EU as a whole.

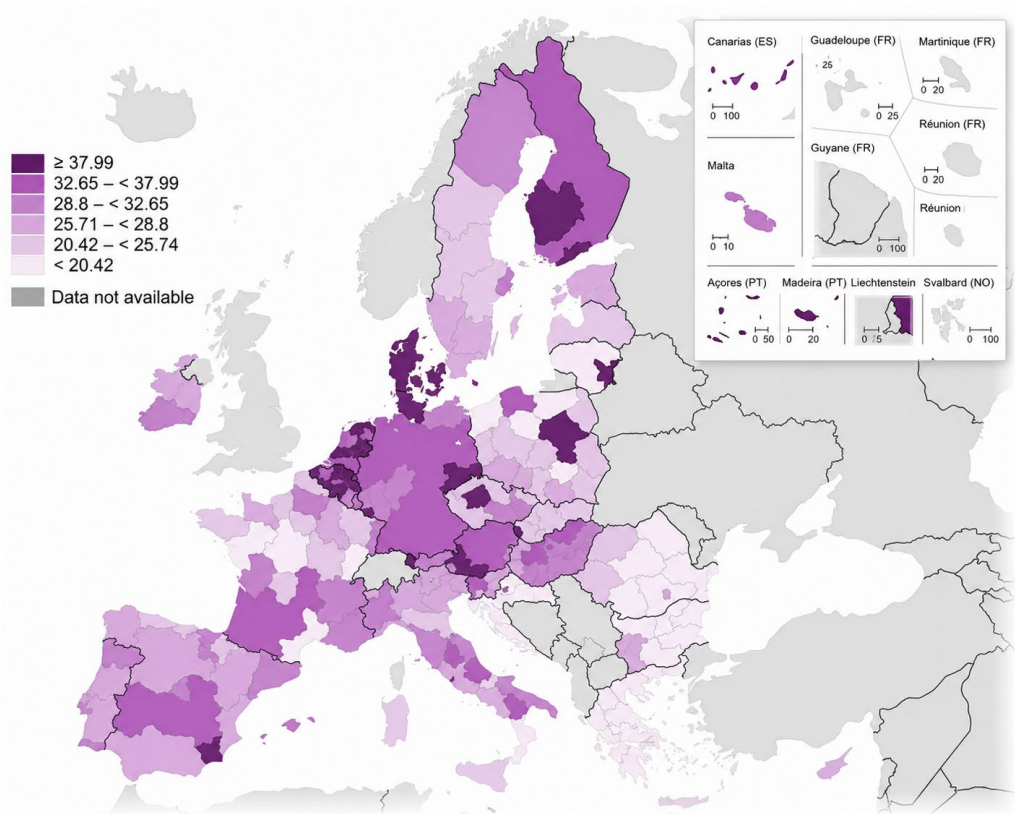
Figure 67. Use of AI at work in Estonia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Estonia	29%	19%	15%	3.24	0.78
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 68 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Estonia** shows a medium level of AI usage in general.

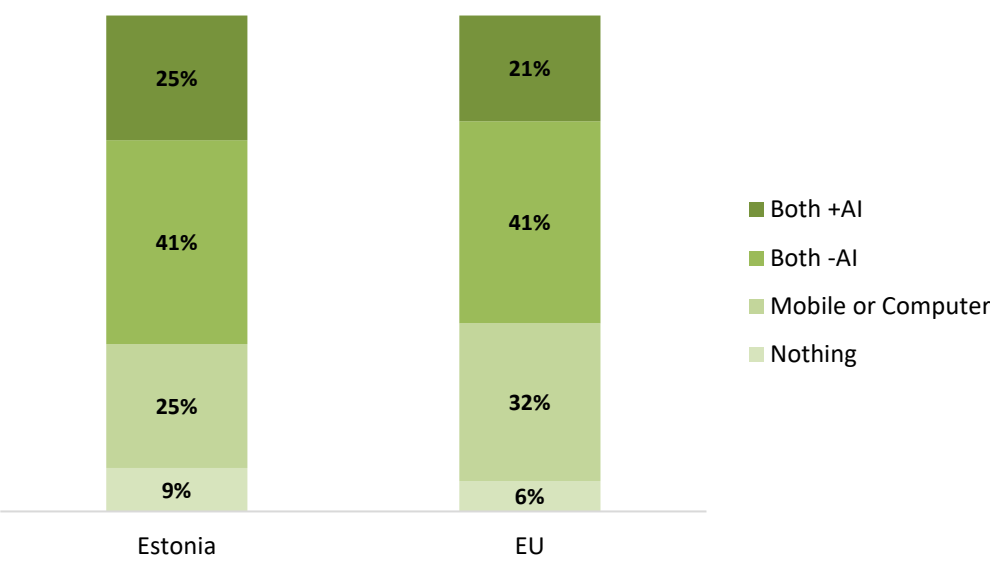
Figure 68. AI usage at work across regions in Estonia and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 69, the **Estonian** labour market is similar to the European average in terms of digitalisation. However, levels of AI adoption combined with other digital tools are slightly higher, as is the proportion of non-digitalised workers—suggesting a certain polarisation in the use of digital tools compared to broader European trends.

Figure 69. Percentage of workers by digital devices used at work in Estonia and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared with the EU average, **Estonia** stands out for its lower levels of time and activity monitoring, but shows a higher level of physical monitoring — with one in four Estonian workers subject to at least one form of such practices (Figure 5). These apparently contradictory patterns could be related to the prominent role of two very different sectors within the Estonian economy. First, the financial sector — where occupations may be characterised by greater autonomy in terms of time monitoring and the use of digital devices — and second, the manufacturing industry, which may require more direct physical supervision of workers, for example through CCTV monitoring.

Figure 70. Share of workers subject to digital monitoring, by monitoring type in Estonia and the EU

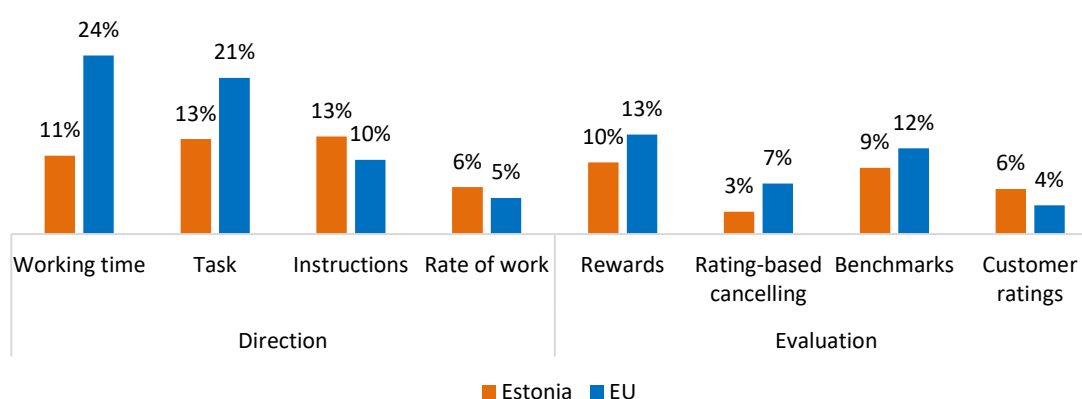
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Estonia	21%	32%	9%	9%	9%	8%		25%	16%	10%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Estonia shows generally lower levels of algorithmic management compared to the EU average, with two notable exceptions: a more frequent use of automated ratings and a slightly higher prevalence of automated instruction. However, these differences are not particularly significant (Figure 6). These generally lower levels of algorithmic management contrast with the fact that Estonia clearly differs from the EU in its high levels of physical monitoring, which suggests that in some sectors of the Estonian labour market, new technologies are being used more for supervision and control than for the automation of decision-making, task allocation, or performance evaluation.

Figure 71. Share of workers subject to algorithmic management in Estonia and the EU



Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 72 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Estonia** is below the EU average in terms of trade union representation and above it regarding employers' provision of information about digital monitoring practices.

Figure 72. Employer information on digital monitoring and trade union presence in Estonia and the EU

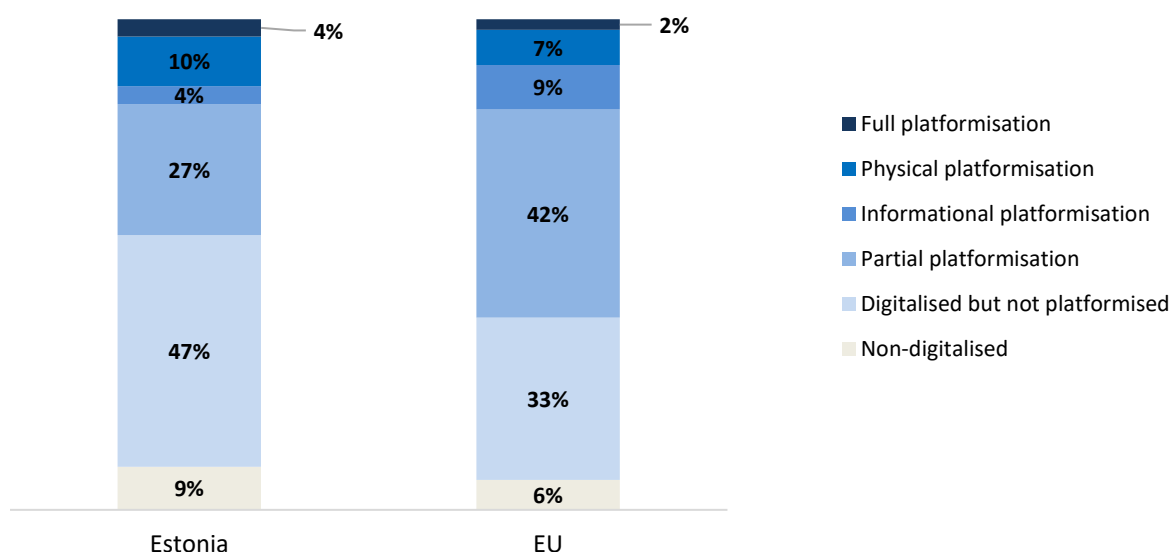


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 73 illustrates the prevalence of platformisation of work in **Estonia** and the EU as a whole. The overall level of platformisation in the Estonian labour market is low: more than half of workers are not engaged in platformised work, compared to around 40% at the EU level. Despite this, Estonia exceeds the EU average in full platformisation (4% vs 2%) and in physical platformisation (10% vs 7%).

Figure 73. Share of workers subject to platformisation of work in Estonia and the EU

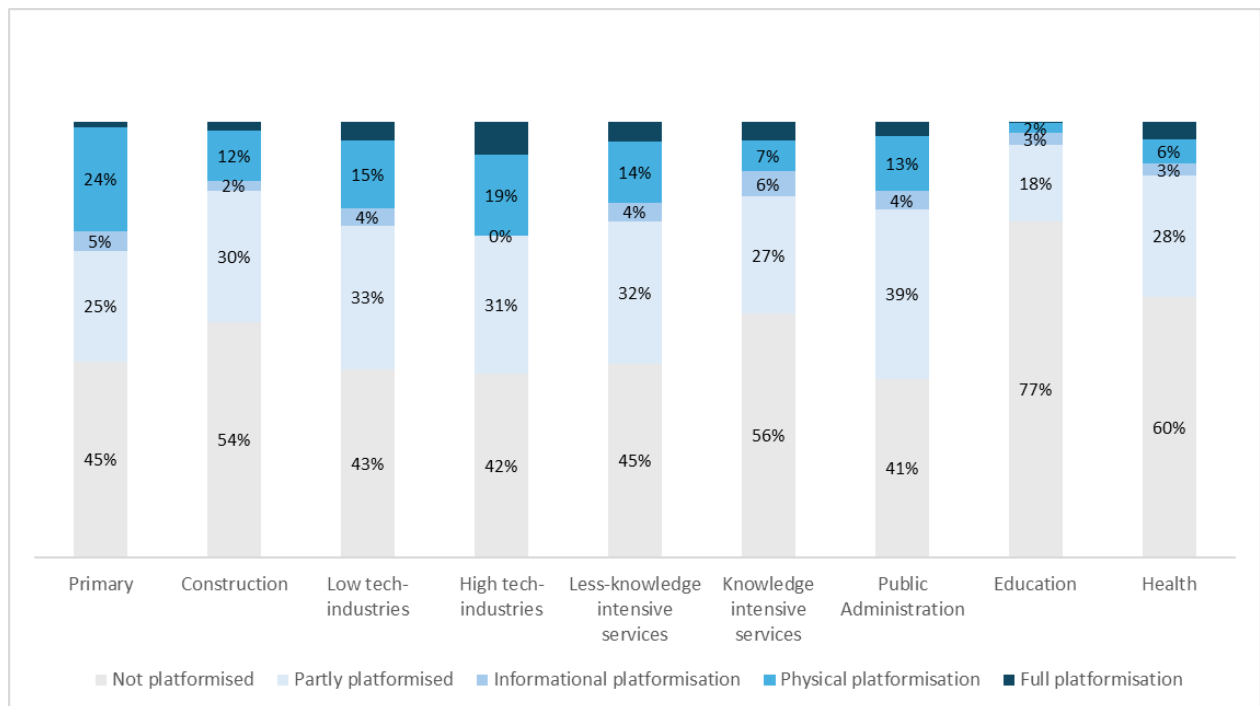


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 74 shows the prevalence of platformisation across sectors in **Estonia**. Primary sector and public administration are significantly platformised in the Estonian case.

Figure 74. Platformisation of work by sector in Estonia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

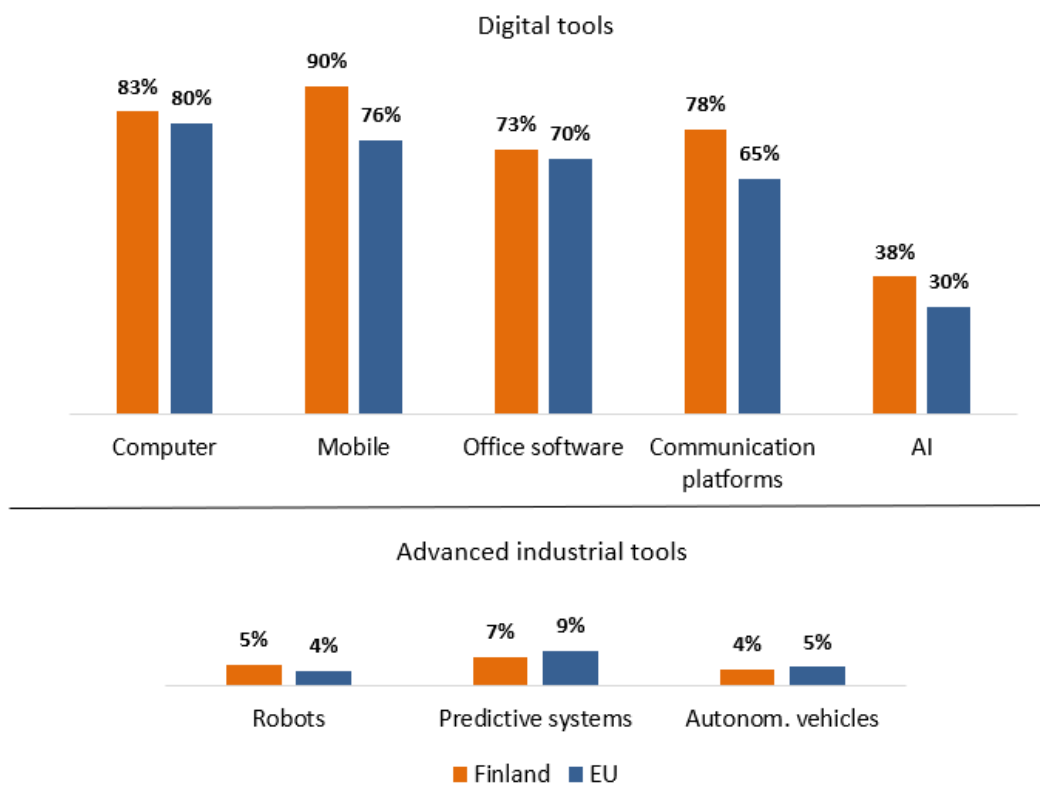
Source: AIM-WORK Survey (2025)

3.9. Finland

Use of digital tools

As shown in Figure 75, the use of digital and advanced industrial tools in **Finland** is substantially higher than the EU average, standing out for its greater adoption of AI and the higher prevalence of mobile device use and communication platforms. There are no notable differences in the use of advanced industrial tools.

Figure 75. Percentage of workers who have used digital devices at least once in the last 12 months in Finland and the EU



Source: AIM-WORK Survey (2025)

In **Finland**, 38% of workers reported having used AI for work-related purposes in the last 12 months, a figure well above the EU average. The intensity of use is similar to the EU average, and respondents’ perceptions of the impact of AI are more negative than those of the EU as a whole.

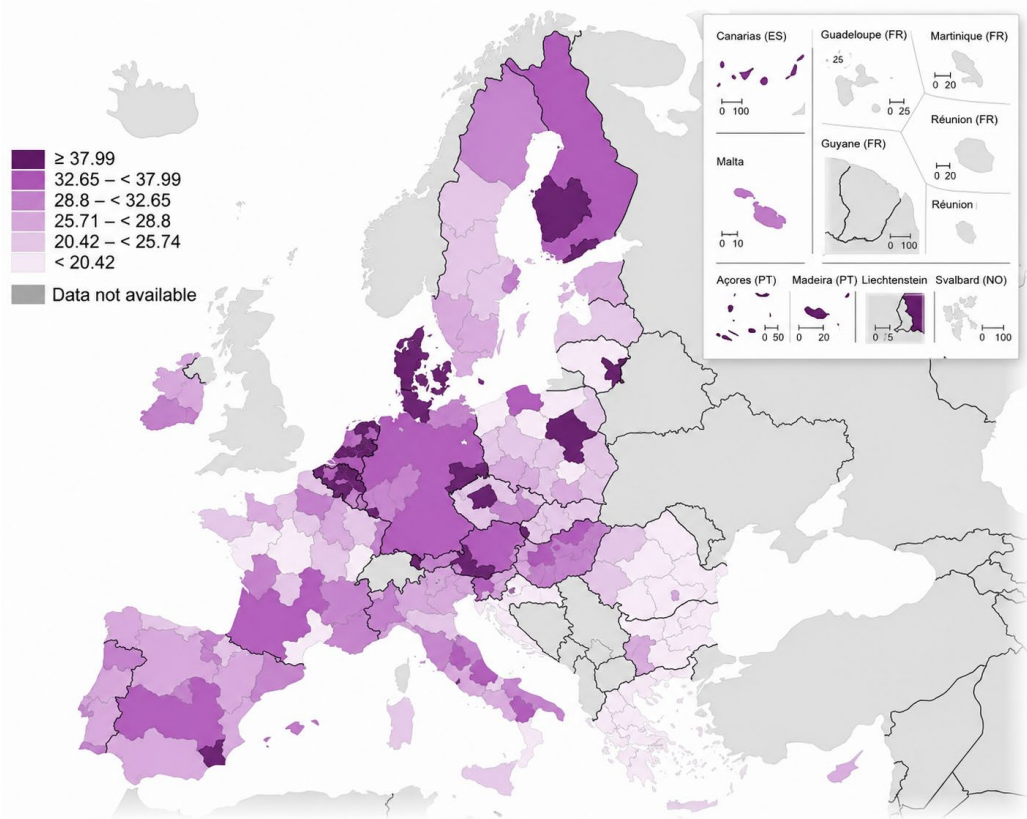
Figure 76. Use of AI at work in Finland and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Finland	38%	22%	16%	2.90	0.58
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 77 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Finland** shows a high level of AI usage overall, but it is especially concentrated in the southern regions, related to the role of Helsinki.

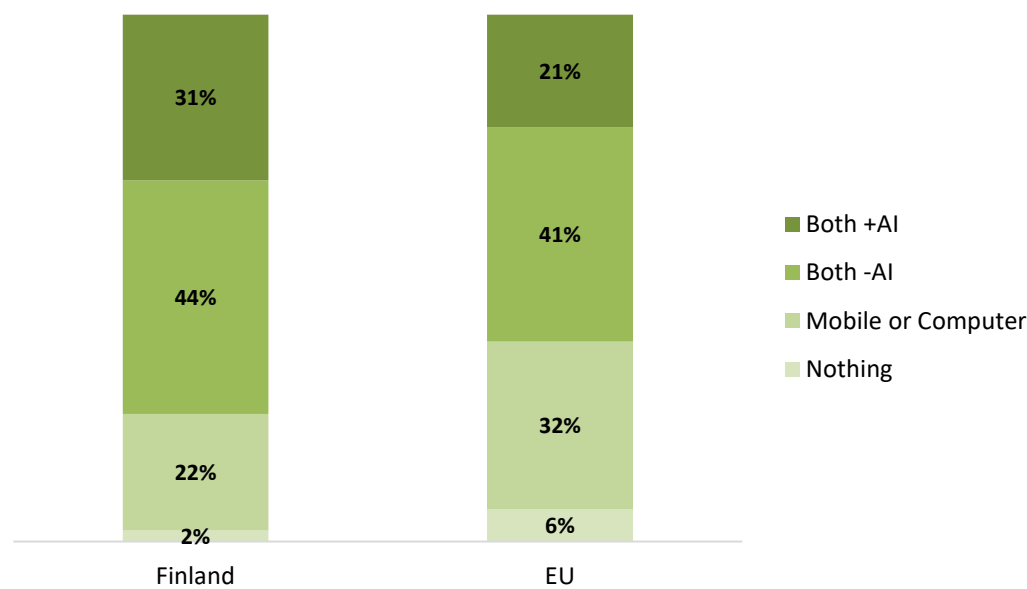
Figure 77. AI usage at work across regions in Finland and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 78, the **Finnish** labour market is more digitalised than the European average. One in three workers have integrated AI into their work combined with both mobile devices and computers, and around three out of four use more than one digital device.

Figure 78. Percentage of workers by digital devices used at work in Finland and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared to the EU average, digital monitoring in the Finnish labour market is less prevalent, except in the area of time tracking. This suggests a limited use of digital tools as control mechanisms, focused mainly on verifying attendance rather than monitoring activity or physical movements.

Figure 79. Share of workers subject to digital monitoring in Finland and the EU, by monitoring type

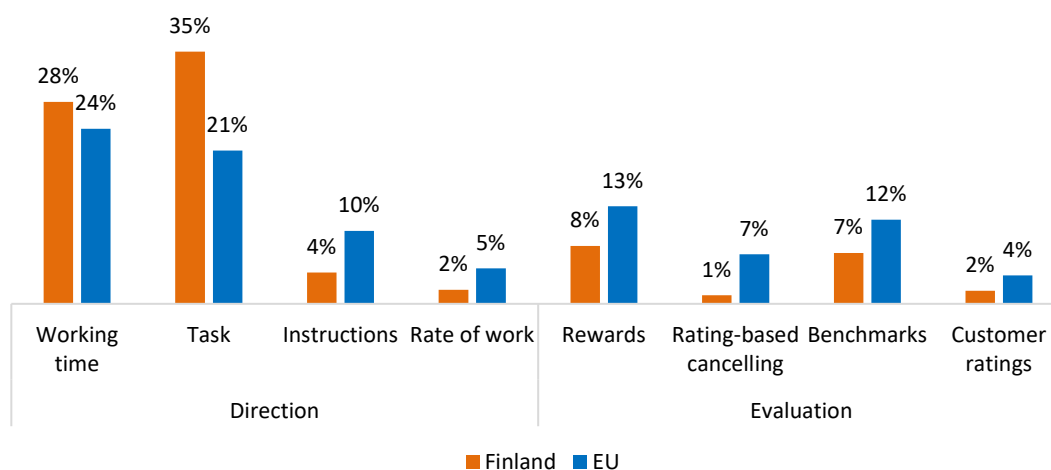
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors	
Finland	38%	43%	7%	6%	10%	5%	7%	5%	3%	
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%	

Source: AIM-WORK Survey (2025)

Algorithmic Management

Finland stands out well above the European average in terms of time and task control at work but shows lower figures for indicators related to the automated evaluation of work. As in the case of digital monitoring, algorithmic management tools appear to be mainly used for organising time and tasks, rather than for closely evaluating performance or the content of the activities carried out.

Figure 80. Share of workers subject to algorithmic management in Finland and the EU

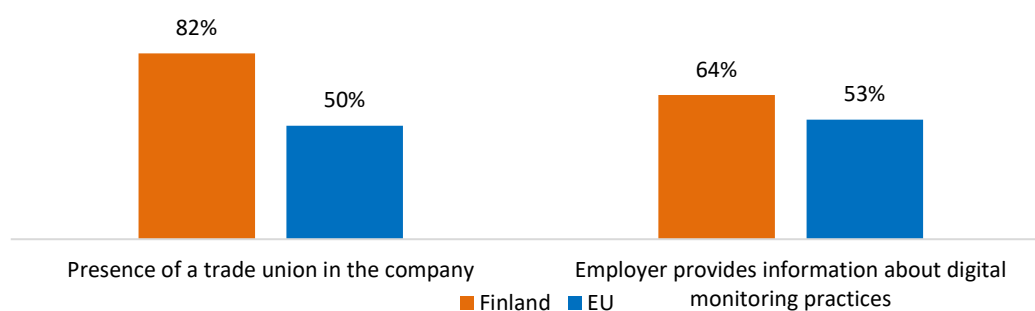


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 81 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Finland** is above the EU average in terms of trade union representation and regarding the provision of information about digital monitoring practices by employers.

Figure 81. Employer information on digital monitoring and trade union presence in Finland and the EU

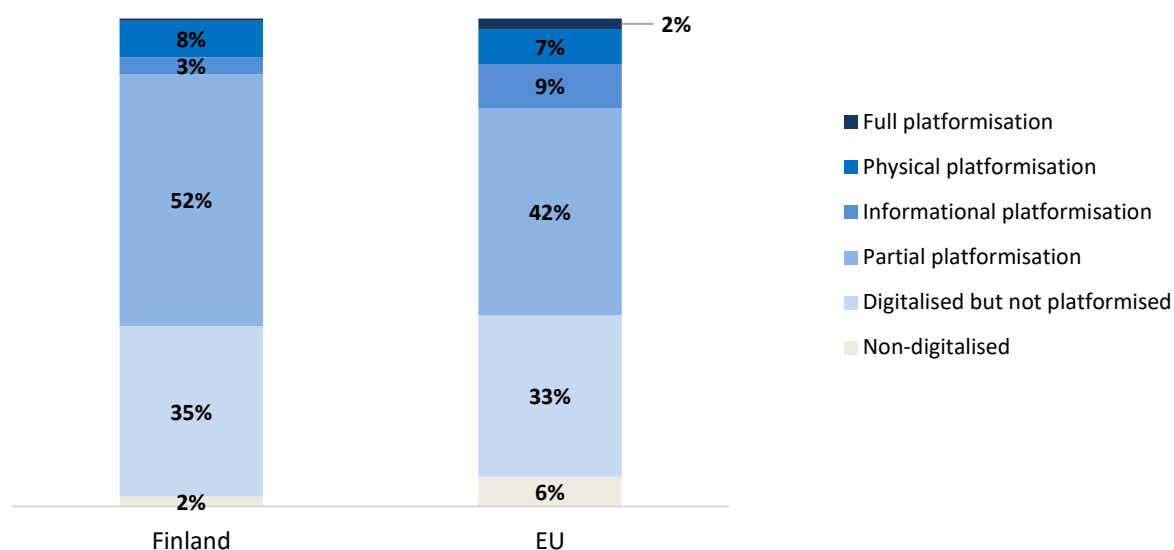


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 82 illustrates the prevalence of platformisation of work in **Finland** and the EU as a whole. Platformisation levels in Finland are higher than the EU average, although the most intense forms—such as full platformisation and physical-platformisation—are less frequent. This suggests a more moderate adoption of platform-based logic in the management of work.

Figure 82. Share of workers subject to platformisation of work in Finland and the EU

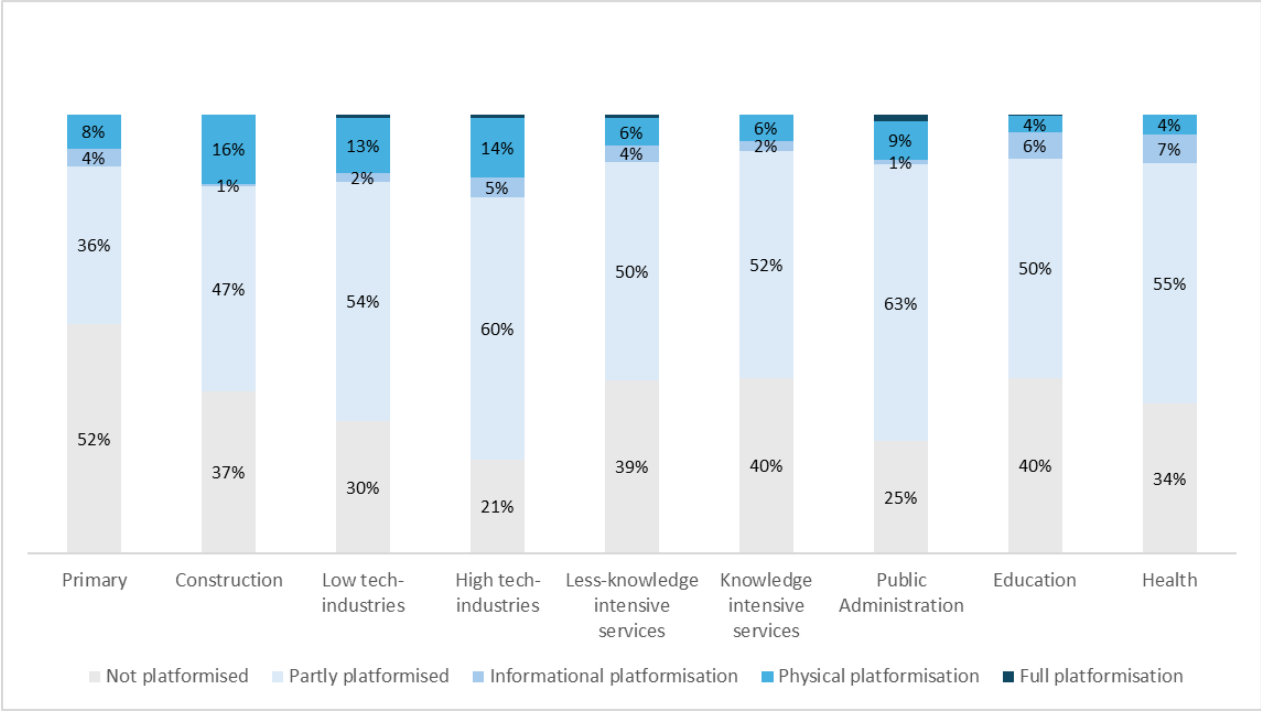


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 83 shows the prevalence of platformisation across sectors in **Finland**, showing low or null presence of full platformisation but high of different forms of partial platformisation (including physical and informational) across most sectors. High-technology industries and public administration are significantly platformised in Finnish the case.

Figure 83. Platformisation of work by sector in Finland and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

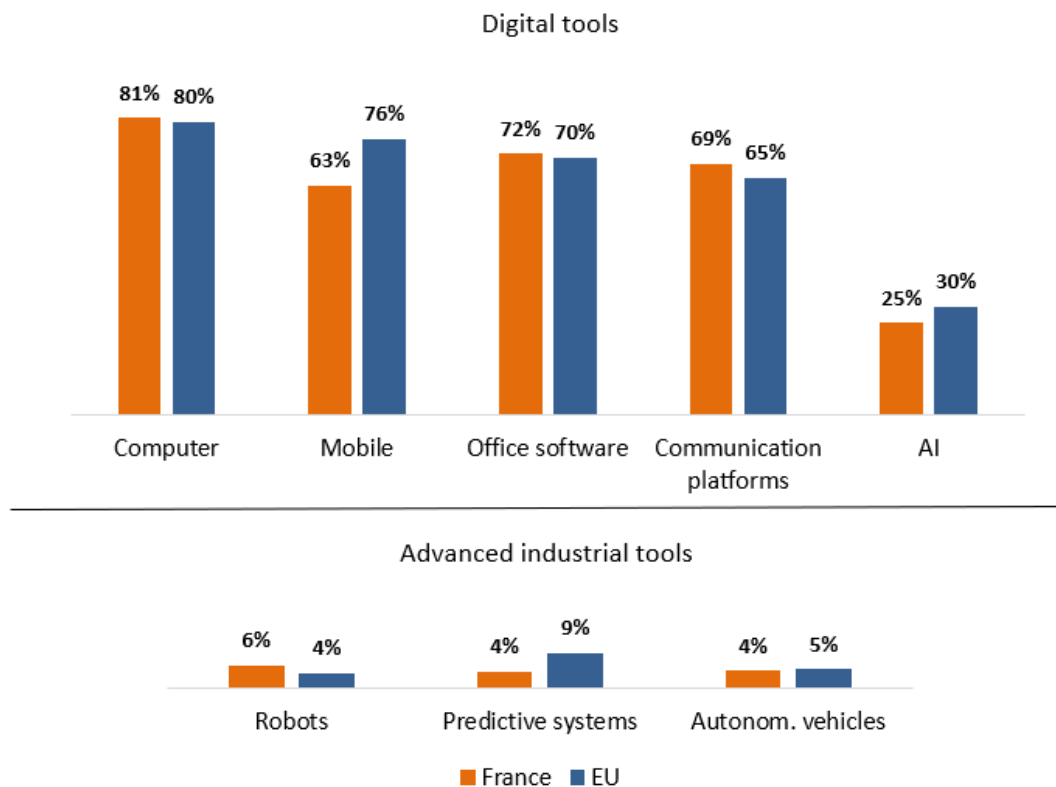
Source: AIM-WORK Survey (2025)

3.10. France

Use of digital tools

As shown in Figure 84, the use of digital and advanced industrial tools in **France** is similar to the EU average, except for a lower use of AI and mobile devices.

Figure 84. Percentage of workers who have used digital devices at least once in the last 12 months in France and the EU



Source: AIM-WORK Survey (2025)

In **France**, 25% of workers reported having used AI for work-related purposes in the last 12 months, a figure below the EU average. The intensity of use is similar to the EU average, and respondents’ perceptions of the impact of AI are more negative than those of the EU as a whole.

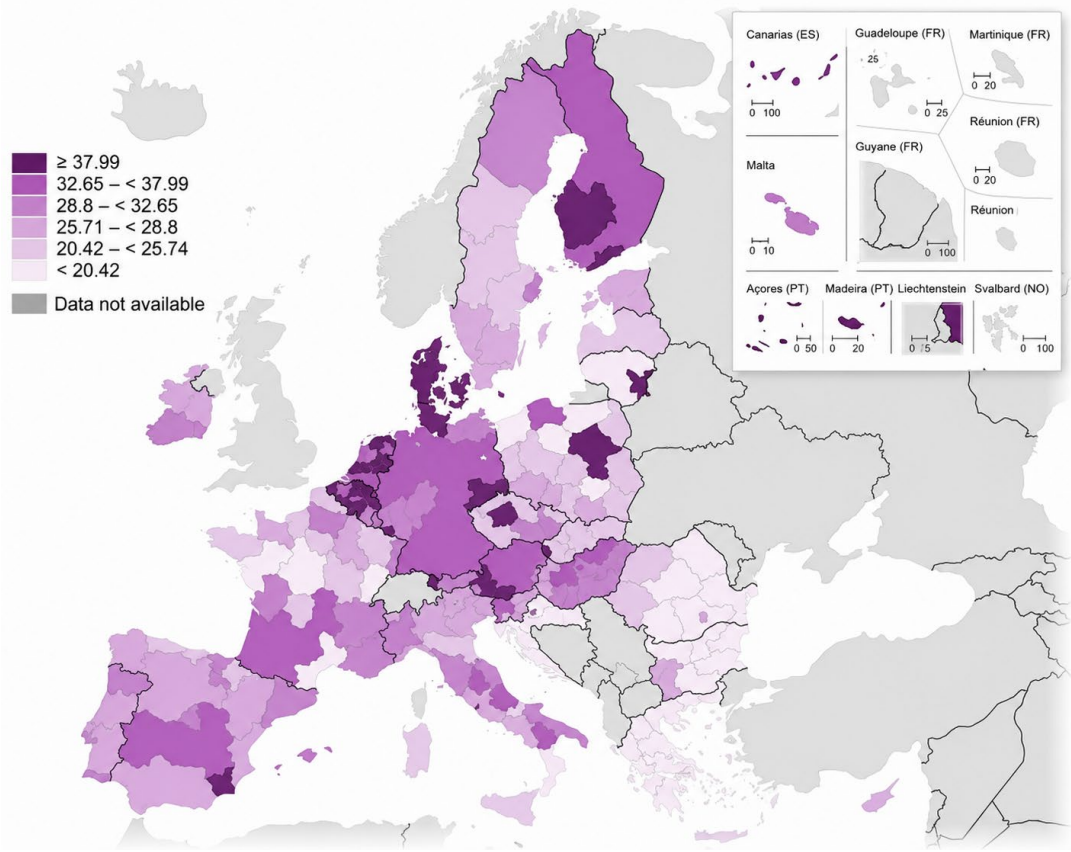
Figure 85. Use of AI at work in France and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
France	25%	17%	16%	2.91	0.48
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 86 illustrates the geography of AI usage in the EU according to AIM-WORK data. **France** shows a high level of AI in the south of the country.

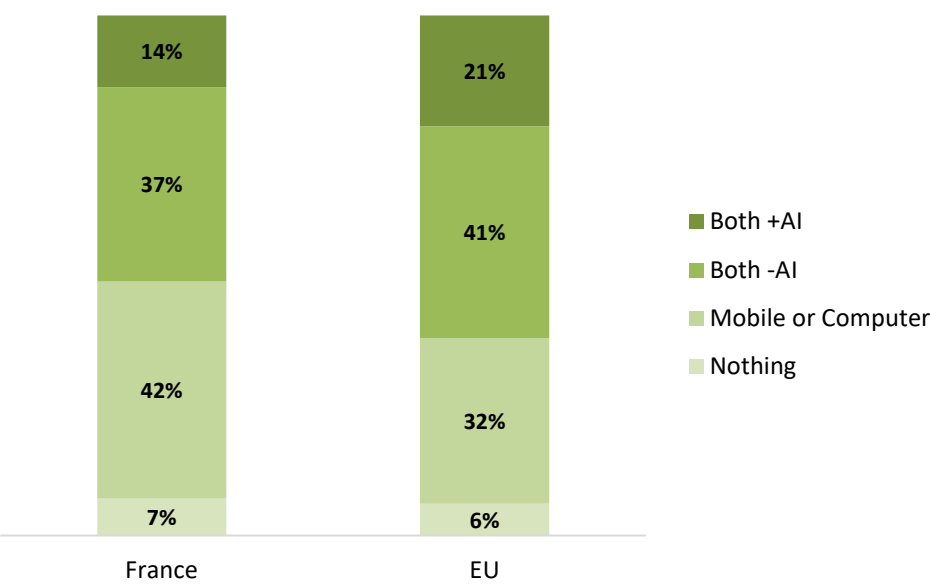
Figure 86. AI usage at work across regions in France and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 87, the **French** labour market is slightly less digitalised than the European average when looking at more sophisticated digital device usage: it is characterised by lower AI adoption combined with other tools. However digital device usage broadly is quite high: **France** showcases a significantly higher proportion of workers who use only one type of digital device (either a computer or a mobile device, but not both).

Figure 87. Percentage of workers by digital devices used at work in France and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

France follows similar patterns to the rest of Europe regarding digital monitoring, although there is a higher prevalence of activity monitoring on computers and the internet. In contrast, physical monitoring is slightly less common than the European average.

Figure 88. Share of workers subject to digital monitoring in France and the EU, by monitoring type

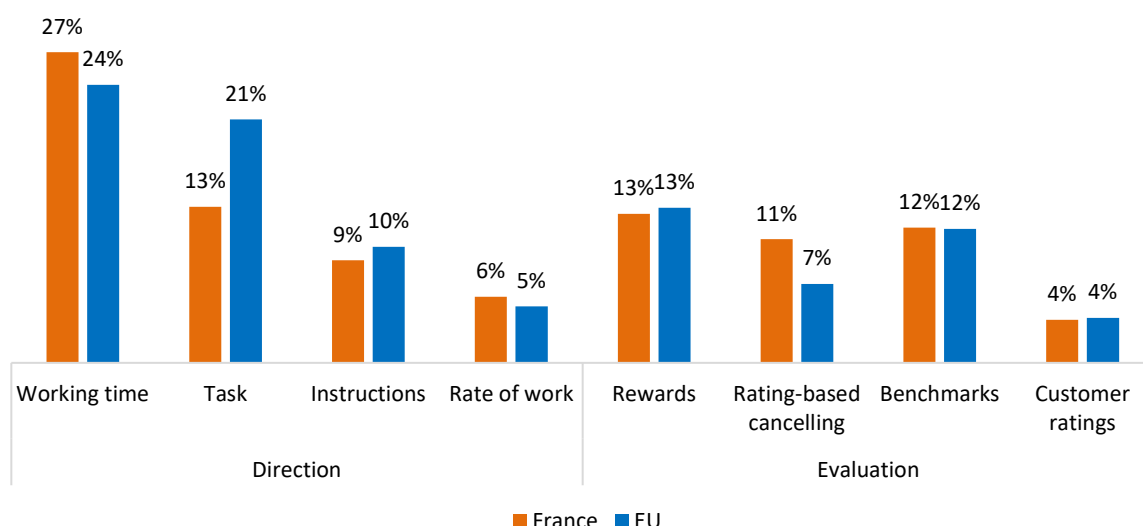
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
France	33%	37%	16%	11%	18%	7%	10%	4%	2%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

While the majority of algorithmic management indicators are very similar in France and in the EU, there is a notable difference in the share of workers receiving tasks instructed by algorithmic means, which is lower in France.

Figure 89. Share of workers subject to algorithmic management in France and the EU

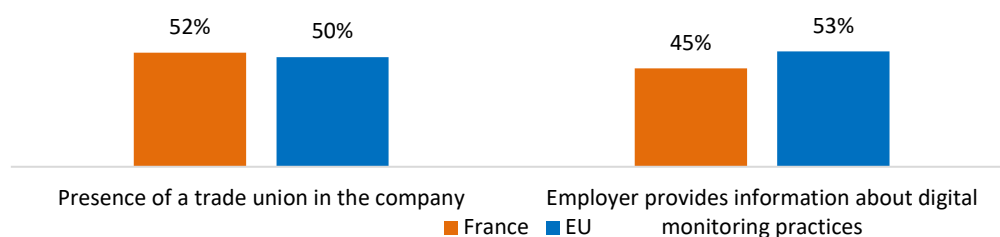


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 90 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **France** is slightly above the EU average in terms of trade union representation and below regarding the provision of information about digital monitoring practices by employers.

Figure 90. Employer information on digital monitoring and trade union presence in France and the EU

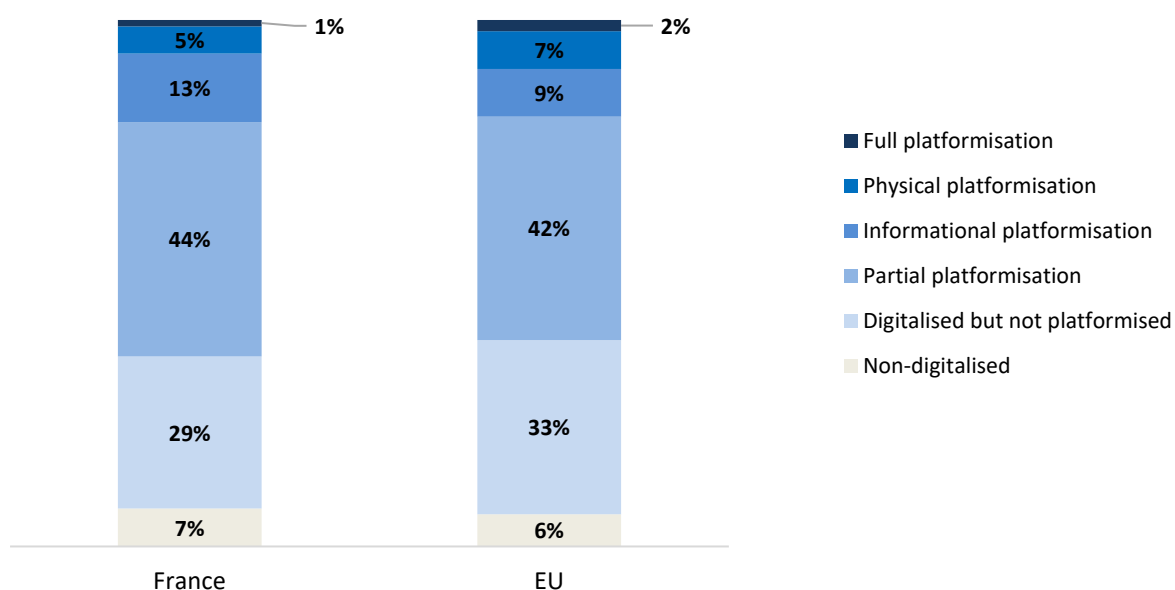


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 91 illustrates the prevalence of platformisation of work in **France** and the EU as a whole. The level of platformisation in France is similar to the EU average. Approximately three out of four workers are affected by some form of platform-based organisation of work.

Figure 91. Share of workers subject to platformisation of work in France and the EU

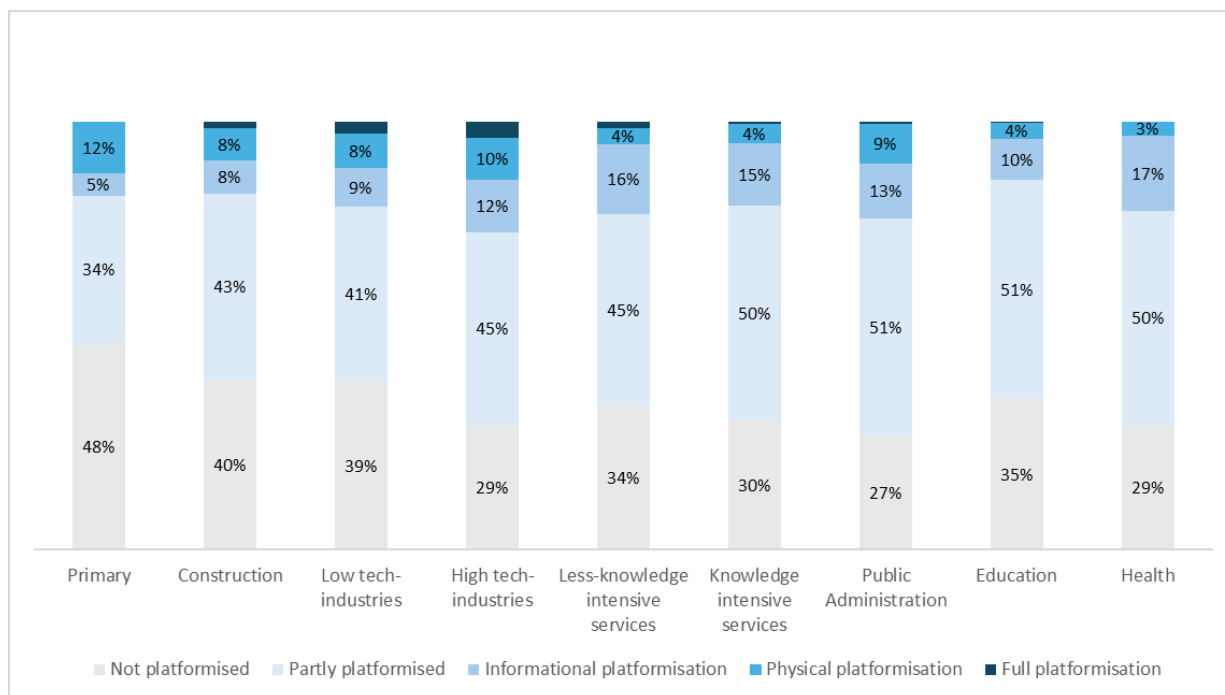


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 92 shows the prevalence of platformisation across sectors in **France**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors. High-technology industries and public administration are significantly platformised in the **French** case.

Figure 92. Platformisation of work by sector in France and the EU.



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

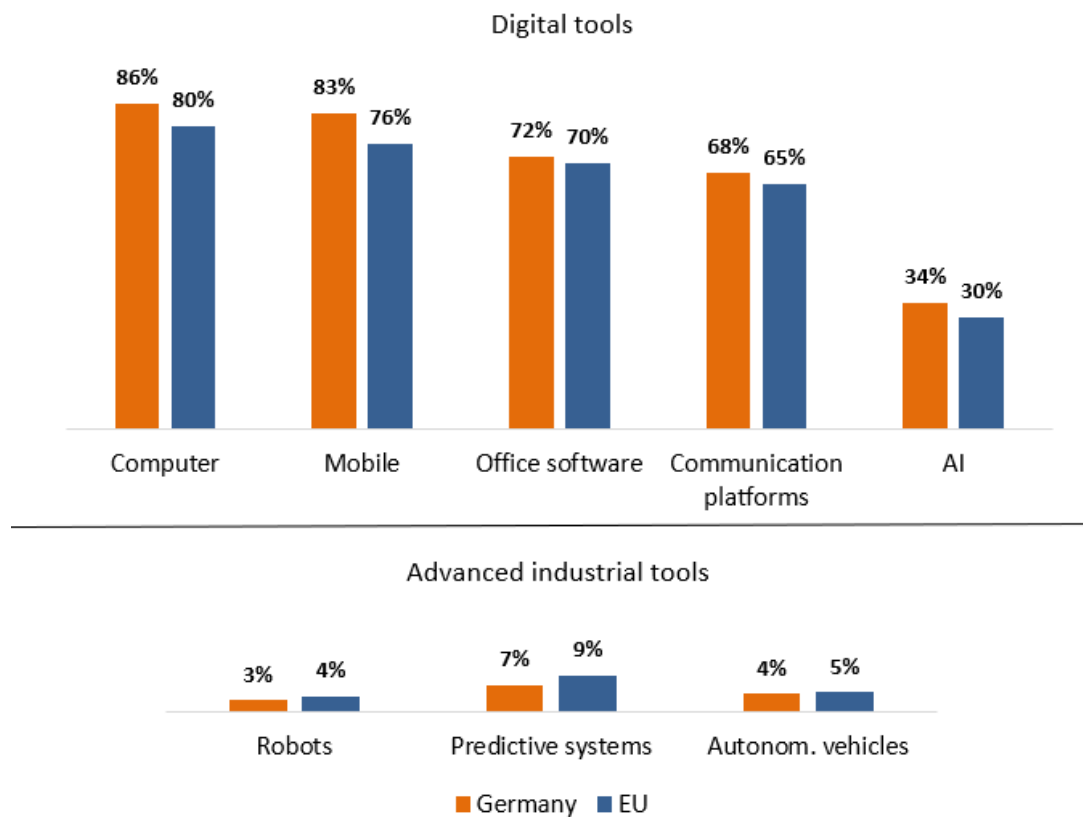
Source: AIM-WORK Survey (2025)

3.11. Germany

Use of digital tools

As shown in Figure 93, the use of digital tools in **Germany** is higher than the EU average, in line with the overall picture for advanced economies. In contrast, the use of advanced industrial tools is slightly less prevalent.

Figure 93. Percentage of workers who have used digital devices at least once in the last 12 months in Germany and the EU



Source: AIM-WORK Survey (2025).

In **Germany**, 34% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is aligned with the EU average, and respondents' perceptions of the impact of AI are slightly more negative than those of the EU as a whole.

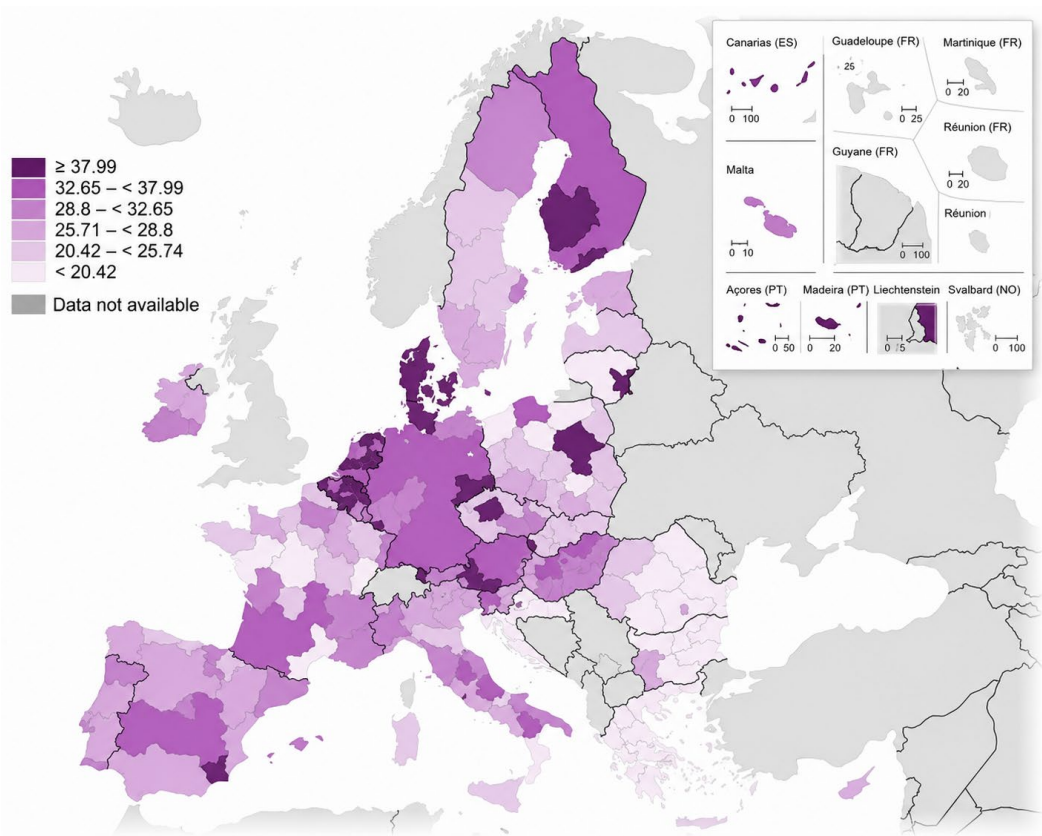
Figure 94. Use of AI at work in Germany and the EU.

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Germany	34%	22%	16%	2.80	0.61
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 95 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Germany** shows a high level of AI usage in general across most regions.

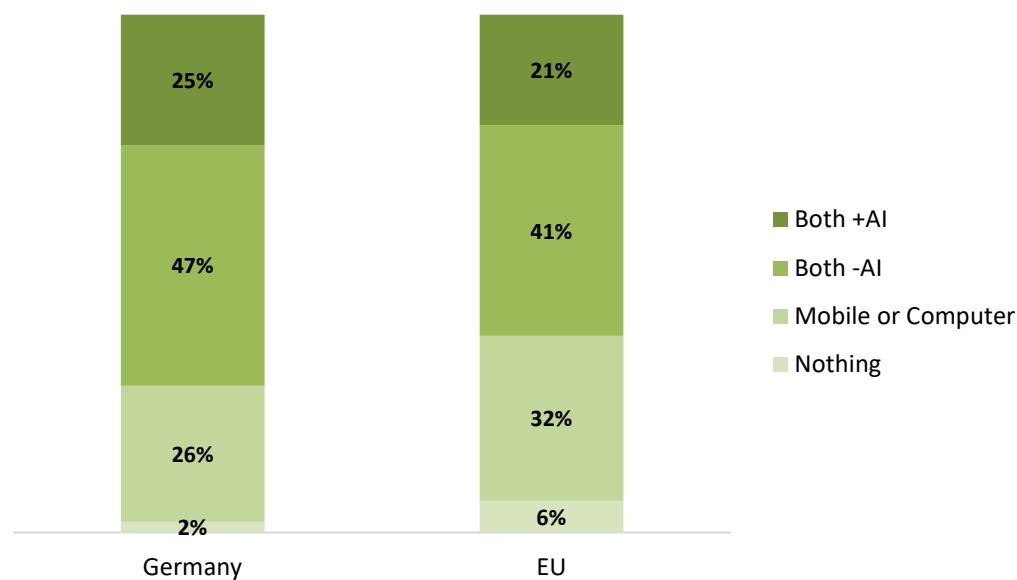
Figure 95. AI usage at work across regions in Germany and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 96, the **German** labour market is more digitalised than the European average. More than one in four workers have integrated AI into their work combined with both computer and mobile devices, and around three out of four use more than one digital device.

Figure 96. Percentage of workers by digital devices used at work in Germany and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared to the EU average, the **German** labour market shows lower levels of digital monitoring, except for time tracking, which is more frequent in **Germany**. This suggests a limited use of digital tools as control mechanisms, focused mainly on verifying attendance rather than monitoring activity or physical movements.

Figure 97. Share of workers subject to digital monitoring in Germany and the EU, by monitoring type

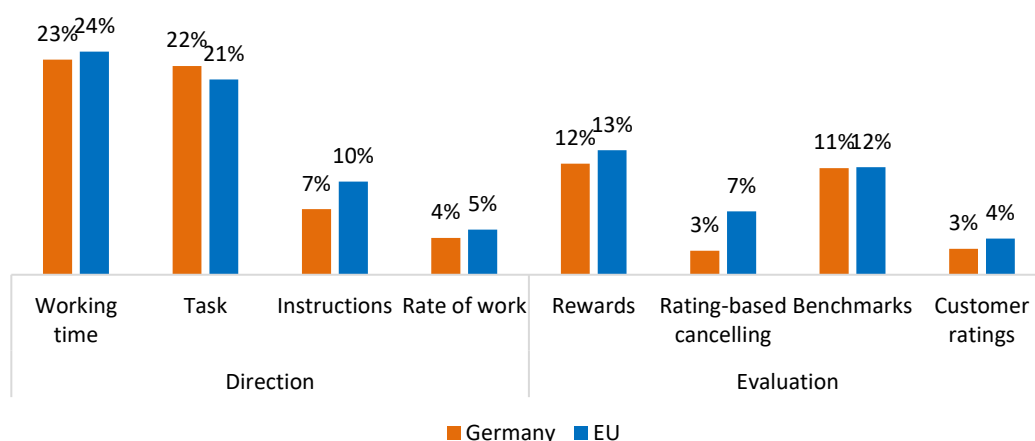
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Germany	41%	30%	8%	11%	9%	3%	5%	4%	1%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

The prevalence of algorithmic management for time and task direction in **Germany** aligns with the European average, whereas the use of automated evaluation mechanisms is comparatively lower. As in the case of digital monitoring, algorithmic management tools appear to be mainly used for organising time and tasks, rather than for closely evaluating performance or the content of the activities carried out.

Figure 98. Share of workers subject to algorithmic management in Germany and the EU

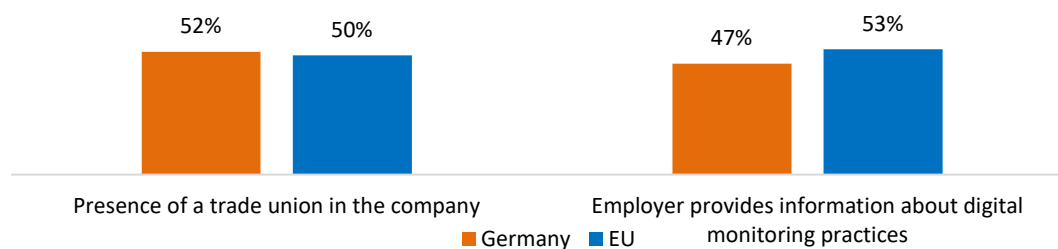


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 99 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. Germany is similar to the EU average in terms of trade union representation and below regarding the provision of information about digital monitoring practices by employers.

Figure 99. Employer information on digital monitoring and trade union presence in Germany and the EU

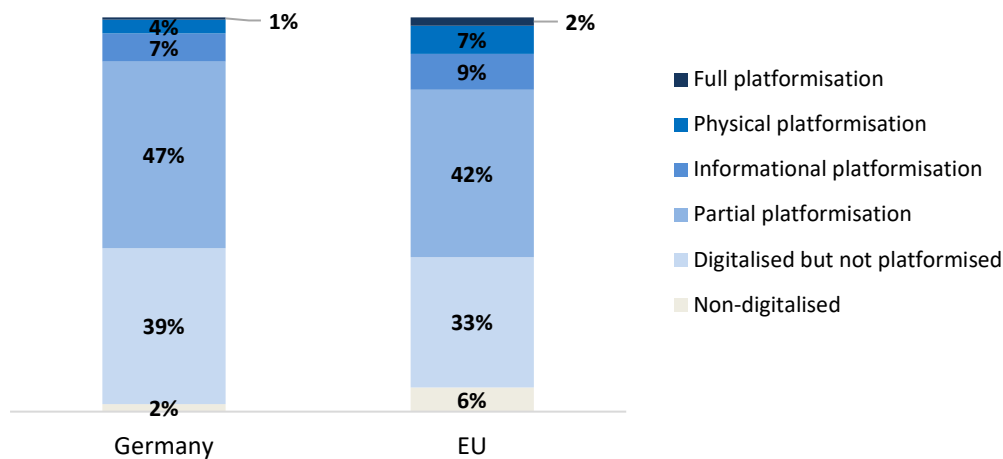


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 100 illustrates the prevalence of platformisation of work in **Germany** and the EU as a whole. Although partial platformisation is more frequent in the **German** labour market than in the EU average, the most “intense” forms — such as full platformisation and both physical and informational platformisation— are less common. There is also a higher share of digitalised but non-platformised workers. Overall, the picture reveals a more digitalised labour market (compared to the EU average) with a more moderate adoption of platform-based logic in the management of work.

Figure 100. Share of workers subject to platformisation of work in Germany and the EU

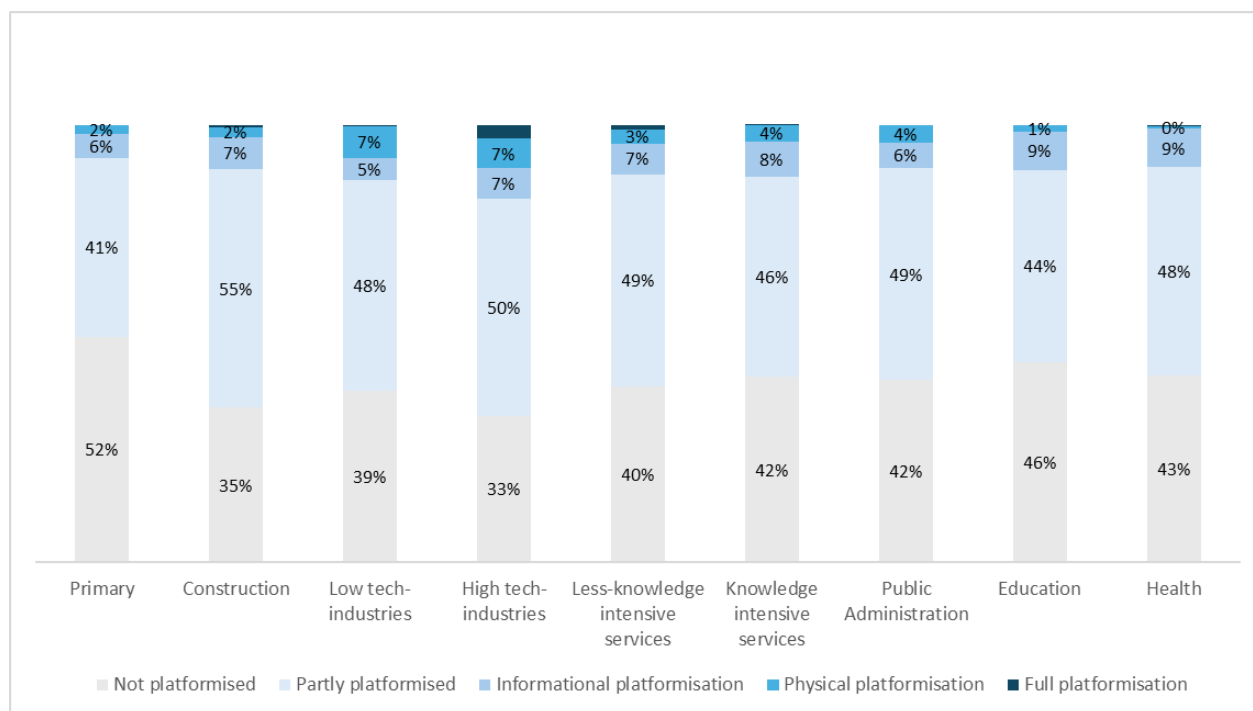


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 101 shows the prevalence of platformisation across sectors in **Germany**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors. High-technology industries are significantly platformised in the **German** case.

Figure 101. Platformisation of work by sector in Germany and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

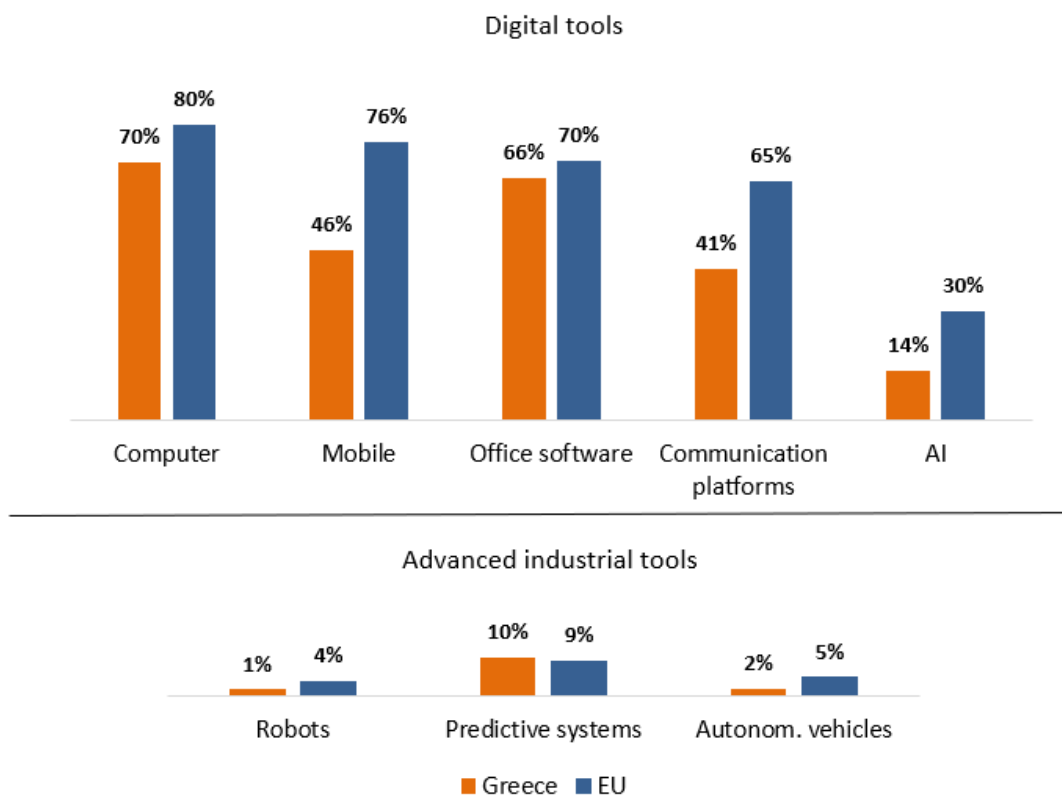
Source: AIM-WORK Survey (2025)

3.12. Greece

Use of digital tools

As shown in Figure 102, the adoption of digital and advanced industrial tools in **Greece** is significantly lower than the EU average, especially regarding the deployment of mobile devices, communication platforms, and AI technologies. This may reflect structural challenges in the digital transformation of the Greek labour market as well as the sectoral structure of the economy.

Figure 102. Percentage of workers who have used digital devices at least once in the last 12 months in Greece and the EU



Source: AIM-WORK Survey (2025)

In **Greece**, 14% of workers reported having used AI for work-related purposes in the last 12 months, significantly below the EU average. The intensity of use is also lower than the EU average, while respondents' perceptions of the impact of AI are slightly more positive than for the EU as a whole.

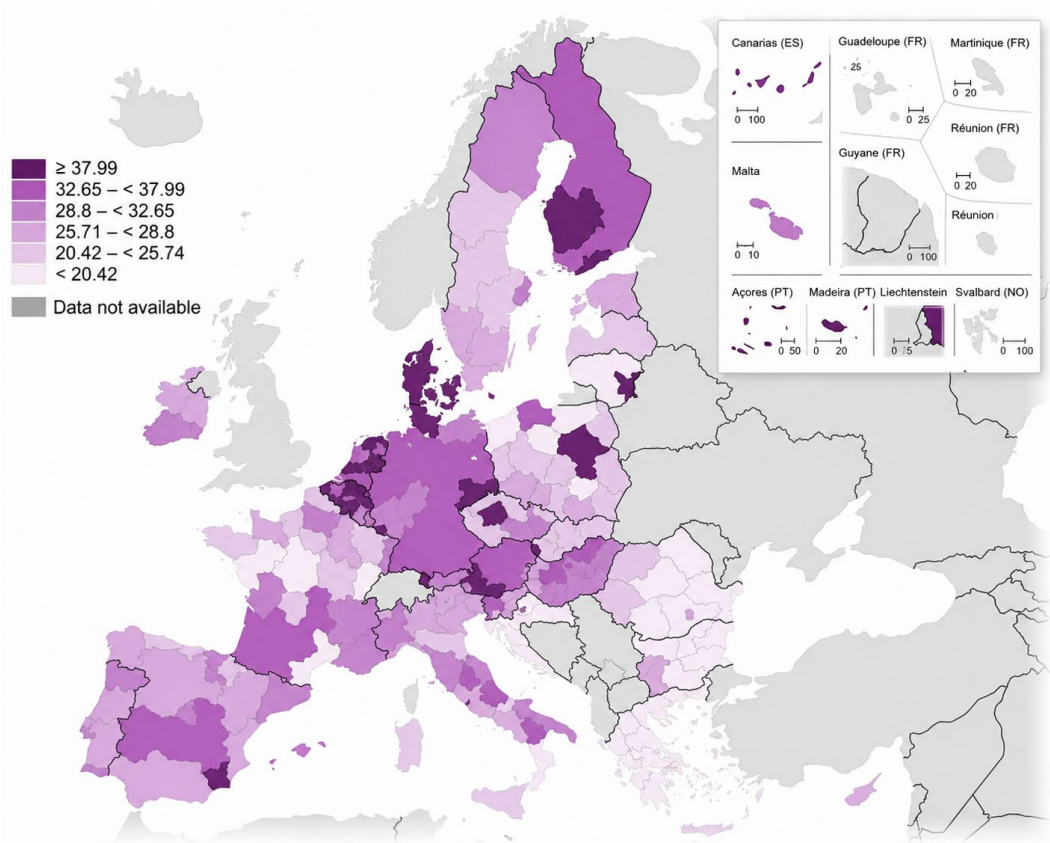
Figure 103. Use of AI at work in Greece and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Greece	14%	7%	5%	2.79	0.71
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 104 illustrates the geography of AI usage in the EU according to AIM-WORK data. There is low adoption of AI across all **Greek** regions.

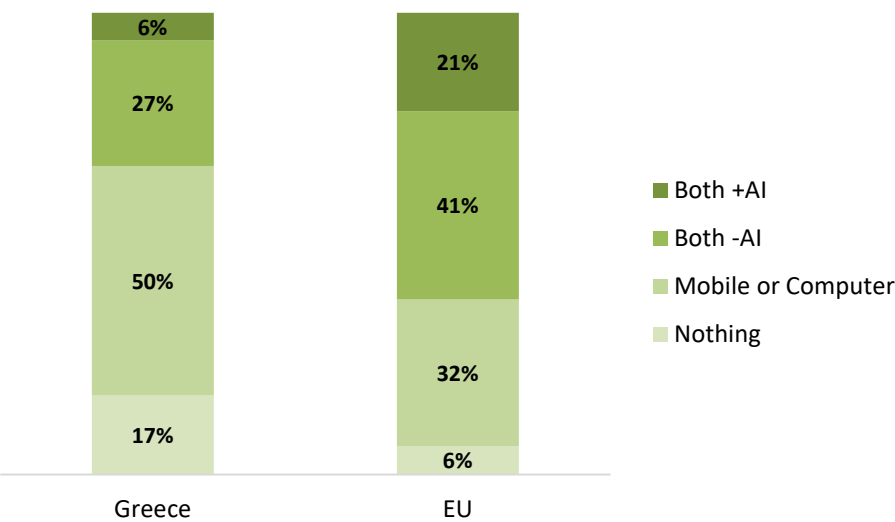
Figure 104. AI usage at work across regions in Greece and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 105 the **Greek** labour market is notably less digitalised than the European average. There is a lower proportion of workers who have adopted AI in combination with both computers and mobile devices, a higher proportion of workers who use only one type of digital device (either a computer or a mobile device, but not both), and a larger share of workers who do not use any digital tools.

Figure 105. Percentage of workers by digital devices used at work in Greece and the EU.



Source: AIM-WORK Survey (2025).

Digital Monitoring

Greek workers are less subject to time monitoring than the EU average, which could be related to limited resources, given that the Greek labour market remains relatively under-digitalised, as noted earlier. Although activity and physical monitoring are also less frequent in Greece than in Europe overall, the differences are not as pronounced.

Figure 106. Share of workers subject to digital monitoring in Greece and the EU, by monitoring type

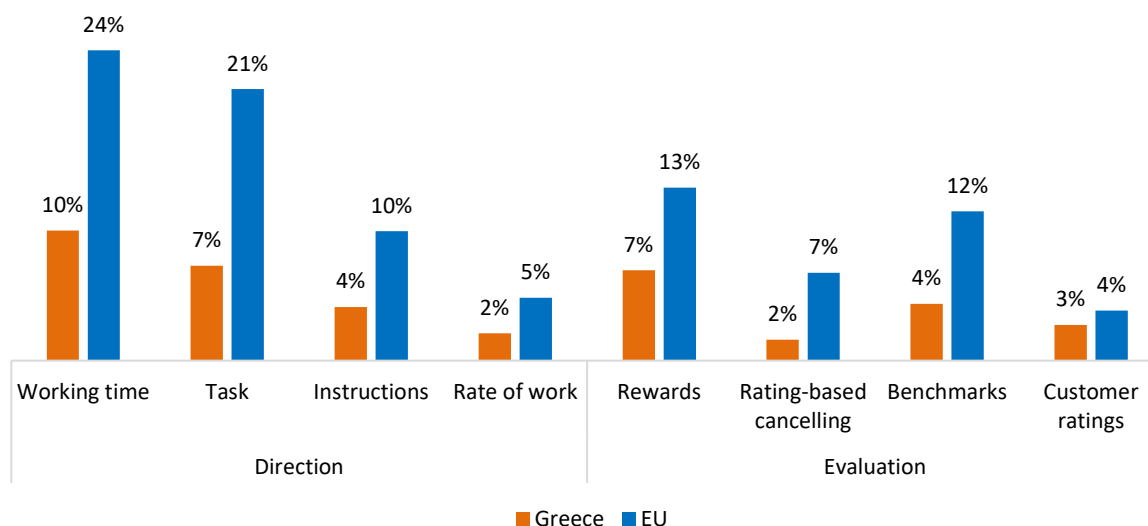
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Greece	18%	19%	7%	7%	10%	8%	14%	3%	1%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Compared to the European average, **Greek** workers are less subject to algorithmic management. Again, this could be due to the low level of digitalisation in the labour market.

Figure 107. Share of workers subject to algorithmic management in Greece and the EU



Source: AIM-WORK Survey (2025).

Employer information on digital monitoring and trade union presence

Figure 108 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Greece** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 108. Employer information on digital monitoring and trade union presence in Greece and the EU

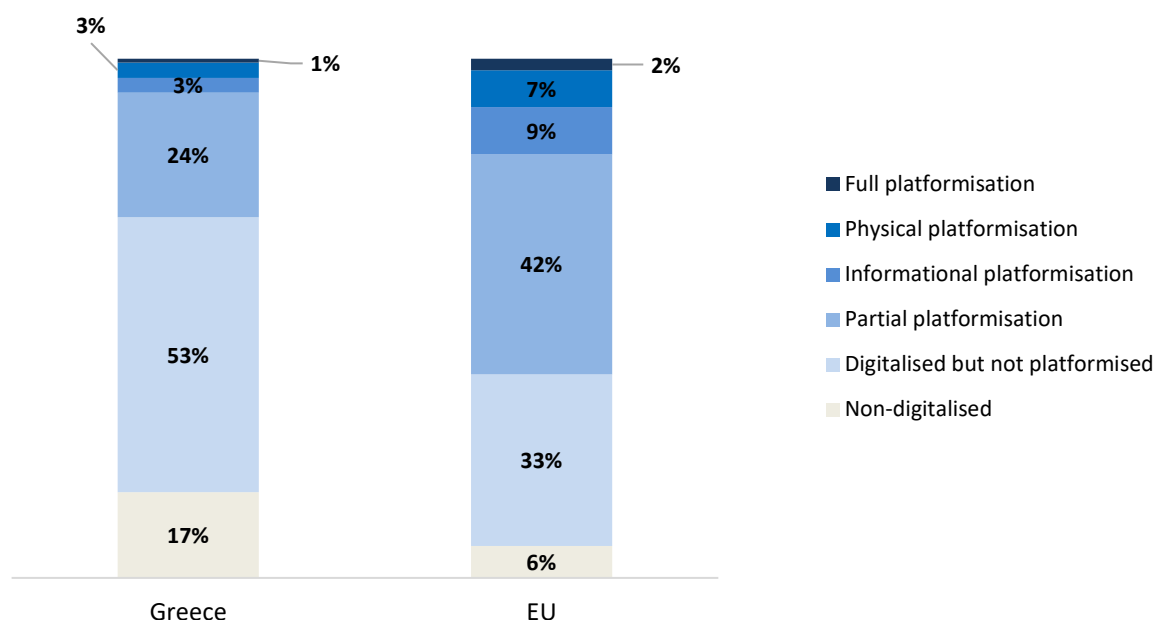


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 109 illustrates the prevalence of platformisation of work in **Greece** and the EU as a whole. Greek labour market has an overall lower level of platformisation than the EU average, although the notably high share of informational platformisation is striking. This apparent paradox supports the earlier point: although Greek workers are generally subject to less monitoring and control, this may be more a consequence of limited technological infrastructure than of company culture or reluctance to use digital tools. In specific cases—possibly linked to sectors with greater access to digital technologies—higher levels of digital use oriented towards control and automation can indeed be observed.

Figure 109. Share of workers subject to platformisation of work in Greece and the EU

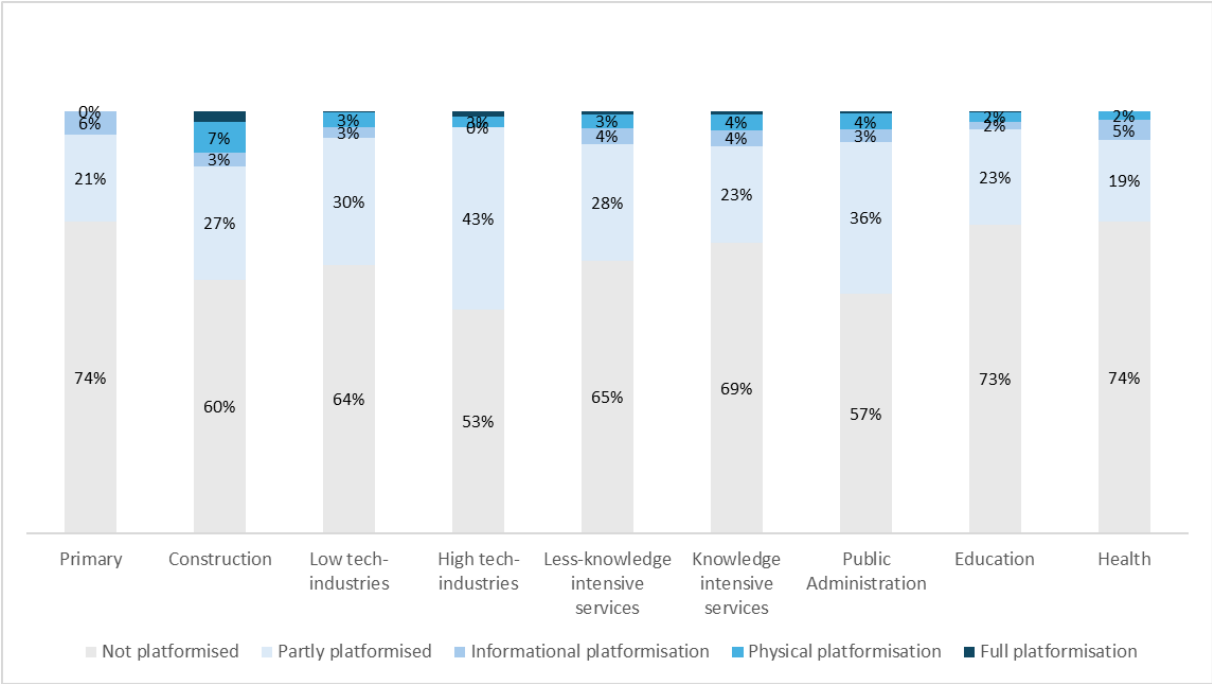


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 110 shows the prevalence of platformisation across sectors in **Greece**, showing low levels of partial platformisation (including physical and informational) across most sectors, probably related to a low level of digitalisation.

Figure 110. Platformisation of work by sector in Greece and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

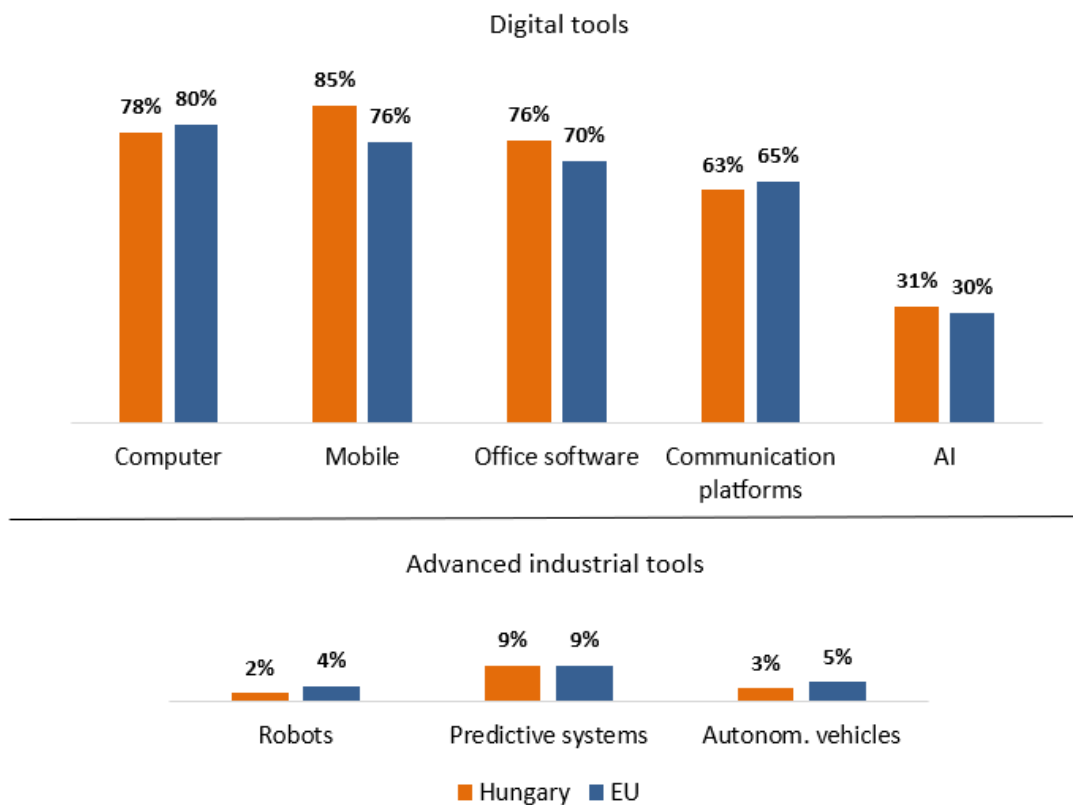
Source: AIM-WORK Survey (2025)

3.13. Hungary

Use of digital tools

As shown in Figure 111, the use of digital and advanced industrial tools in **Hungary** is similar to the EU average, except for a higher use of computers and office software.

Figure 111. Percentage of workers who have used digital devices at least once in the last 12 months in Hungary and the EU



Source: AIM-WORK Survey (2025)

In **Hungary**, 31% of workers reported having used AI for work-related purposes in the last 12 months, which is close to the EU average. Intensity of use is similar to the EU average, and the perception of respondents about the impact of AI is more negative than for the EU as a whole.

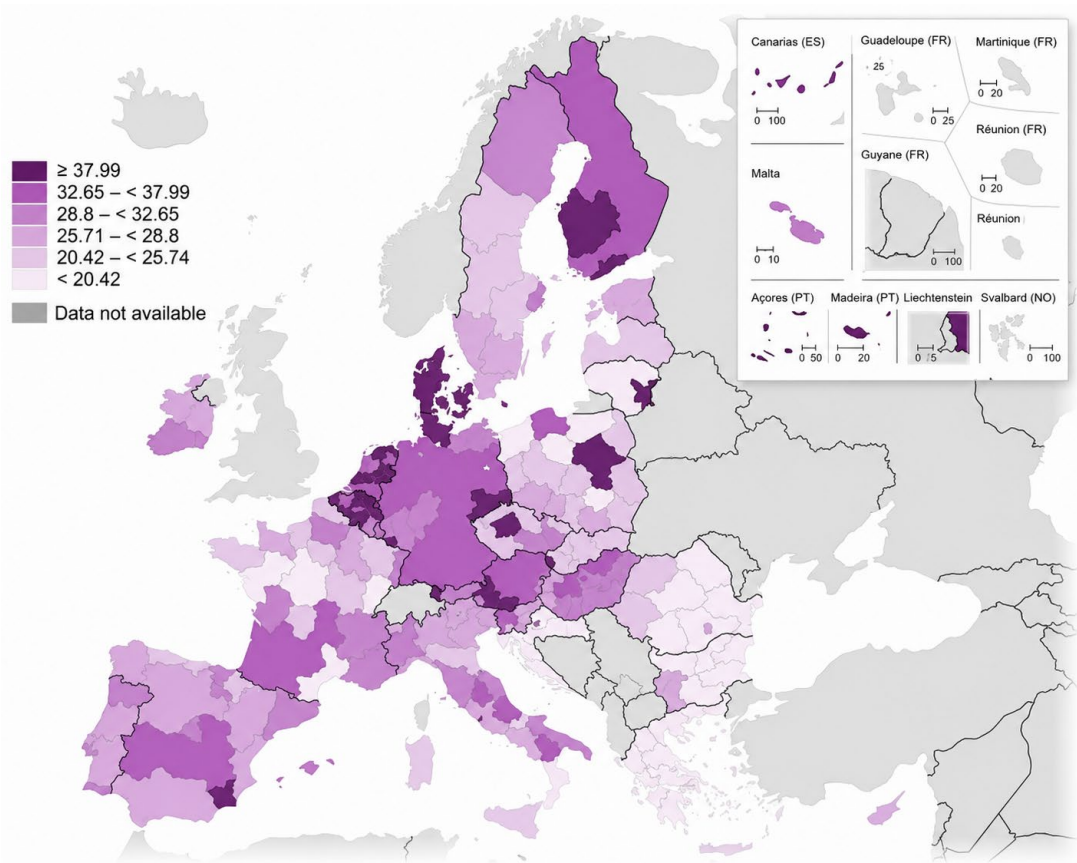
Figure 112. Use of AI at work in Hungary and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Hungary	31%	19%	16%	2.65	0.62
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 113 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Hungary**, the regions with the highest levels of Artificial Intelligence adoption are concentrated in the central and northwestern parts of the country.

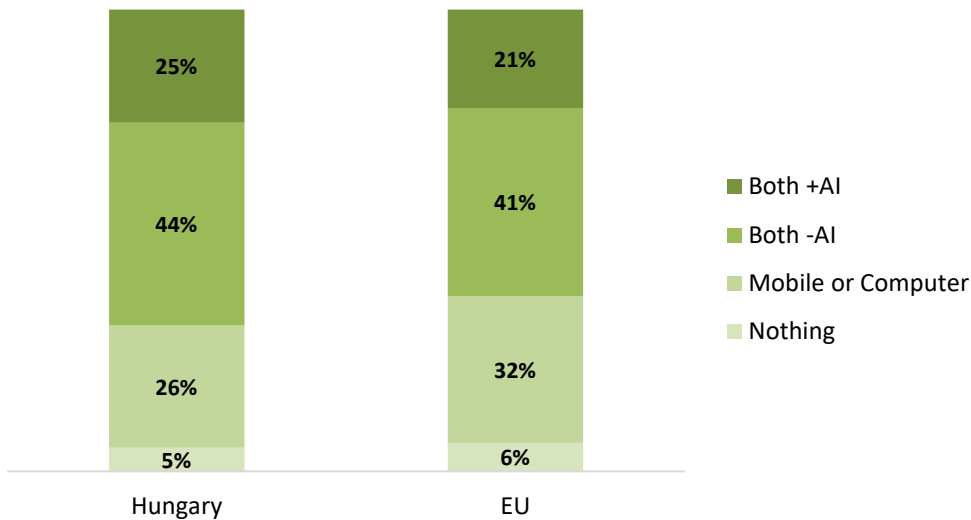
Figure 113. AI usage at work across regions in Hungary and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 114, the **Hungarian** labour market is more digitalised than the European average. There is a higher proportion of workers who have adopted AI in combination with both computers and mobile devices, a lower proportion who use only one type of digital device (either a computer or a mobile device, but not both), and a slightly lower share of workers who do not use any digital tools.

Figure 114. Percentage of workers by digital devices used at work in Hungary and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared with the EU average, **Hungary** presents lower levels of digital monitoring across all dimensions. Given that Hungarian level of digitalisation is similar to the EU overall, this more limited use of digital tools for work monitoring cannot be attributed to a lack of technological capacity. Instead, it may be linked to business culture or specific sectoral characteristics.

Figure 115. Share of workers subject to digital monitoring in Hungary and the EU, by monitoring type

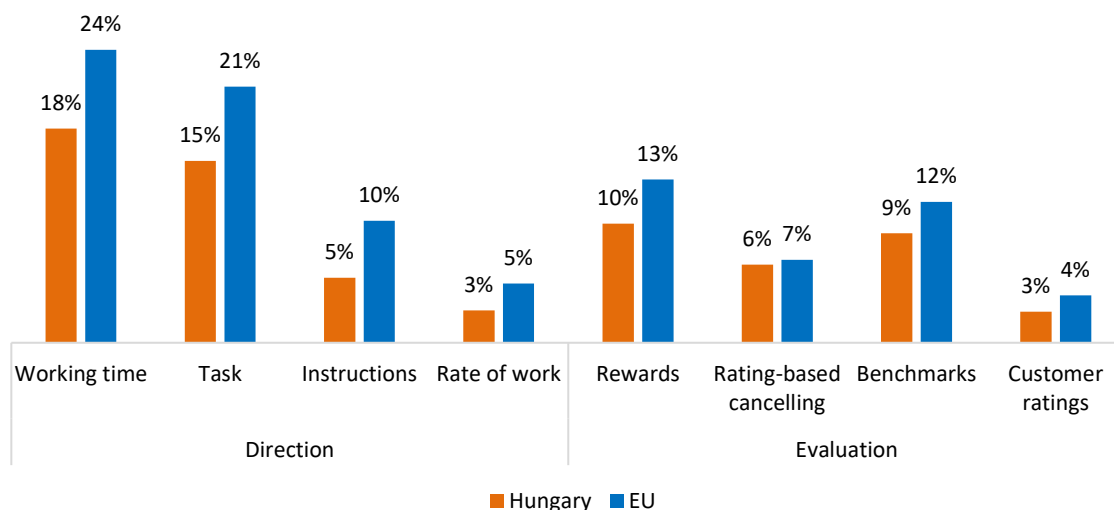
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Hungary	26%	35%	4%	10%	14%	8%	7%	6%	3%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Hungary scores below the EU average in the use of algorithmic management, both in terms of work direction and evaluation.

Figure 116. Share of workers subject to algorithmic management in Hungary and the EU

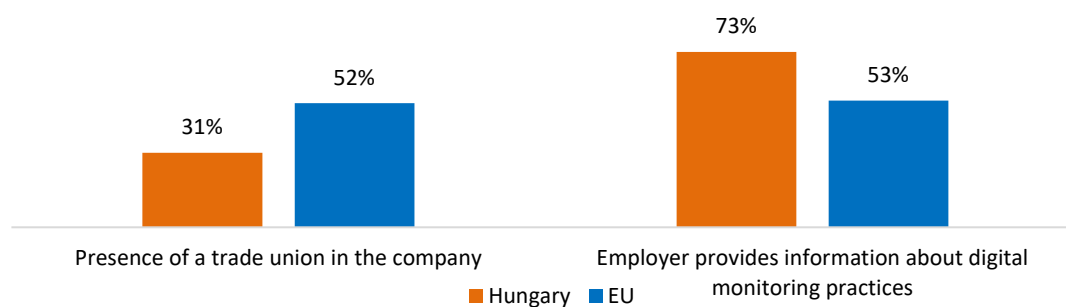


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 117 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Hungary** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 117. Employer information on digital monitoring and trade union presence in Hungary and the EU

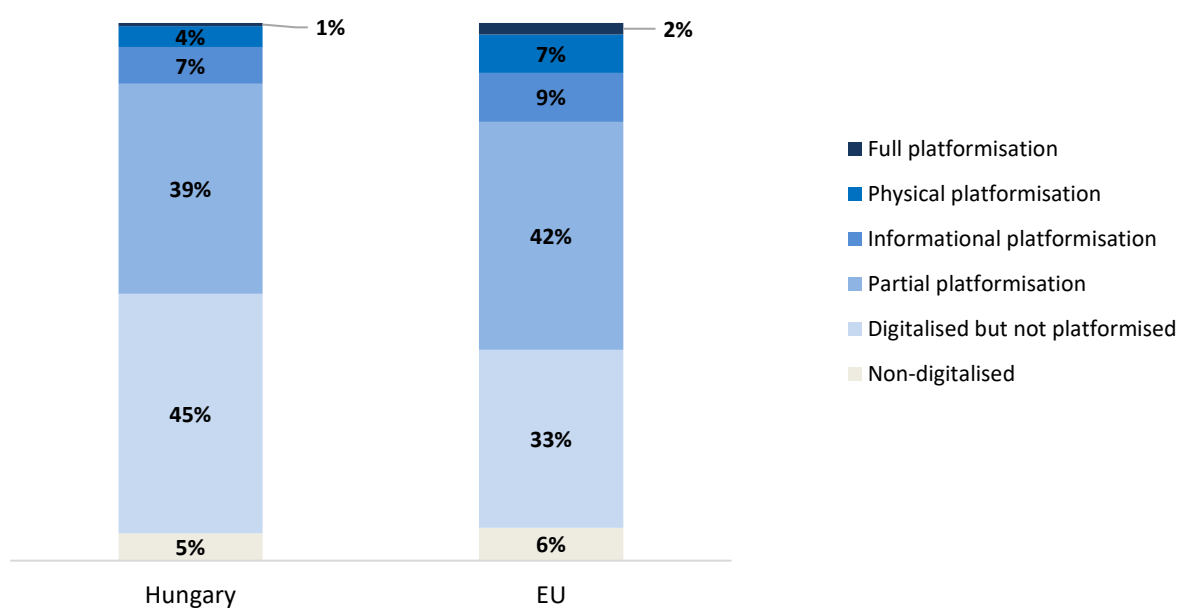


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 118 illustrates the prevalence of platformisation of work in **Hungary** and the EU as a whole. The degree of platformisation in the Hungarian labour market is lower than the EU average. Around one in two workers in Hungary are digitalised but not platformised, which suggests a different use of new technologies in the organisation, management, and evaluation of work.

Figure 118. Share of workers subject to platformisation of work in Hungary and the EU

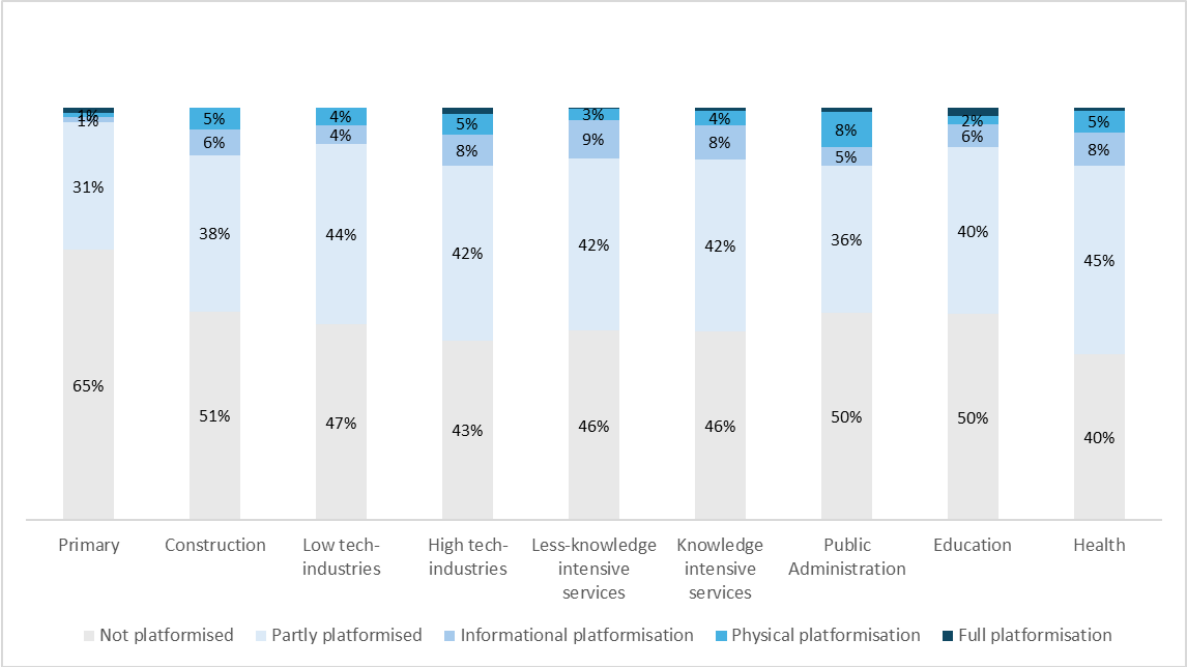


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 119 shows the prevalence of platformisation across sectors in **Hungary**. High-technology industries and health sector are significantly platformised.

Figure 119. Platformisation of work by sector in Hungary and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

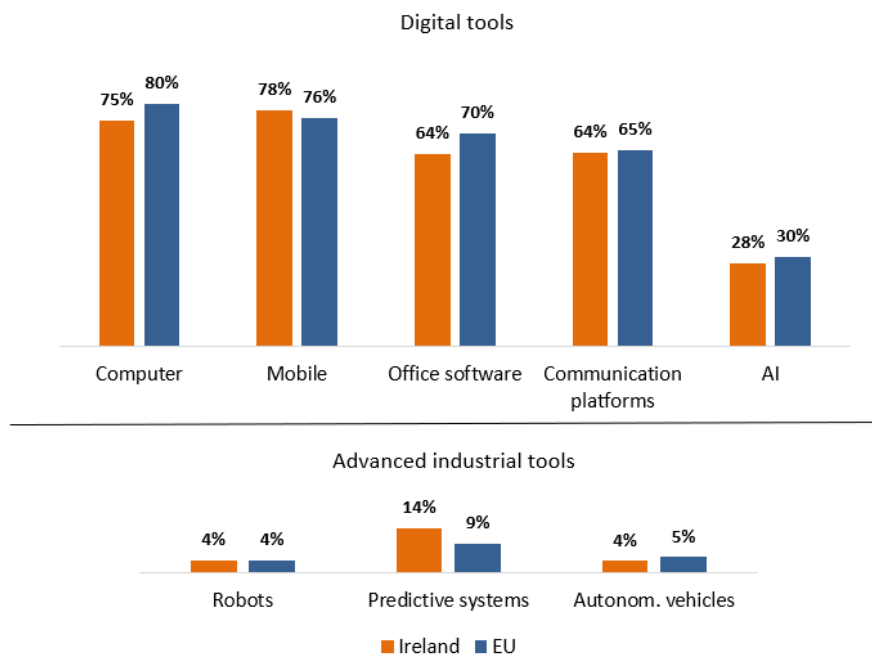
Source: AIM-WORK Survey (2025)

3.14. Ireland

Use of digital tools

The use of digital tools in Ireland is similar to the EU average. However, **Ireland** stands out for the higher prevalence of predictive systems, which suggests a greater implementation of advanced industrial tools compared to other European countries.

Figure 120. Percentage of workers who have used digital devices at least once in the last 12 months in Ireland and the EU



Source: AIM-WORK Survey (2025)

In **Ireland** 28% of workers reported having used AI for work-related purposes in the last 12 months, in line with the EU average. Intensity of use is also similar to the EU average, while the perception of respondents about the impact of AI is slightly more negative than for the EU as a whole.

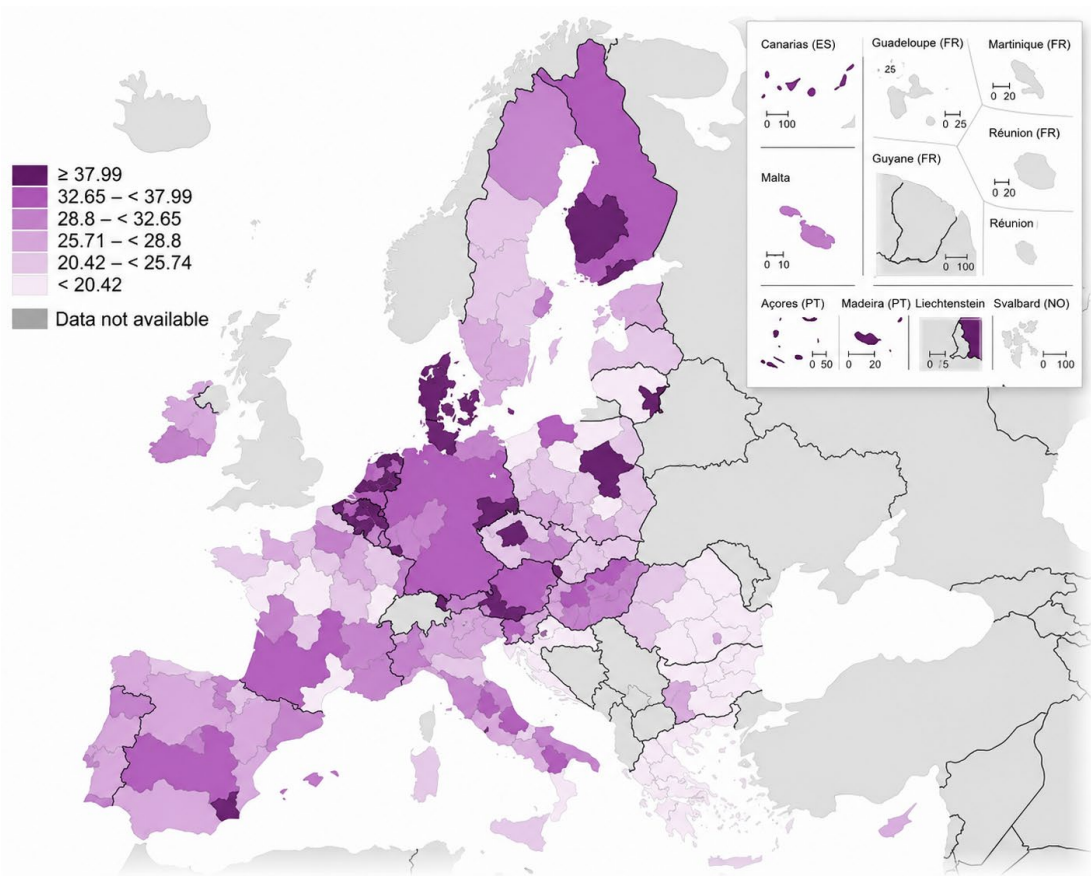
Figure 121. Use of AI at work in Ireland and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Ireland	28%	19%	16%	3.05	0.55
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 122 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Ireland**, the Southern regions show higher prevalence.

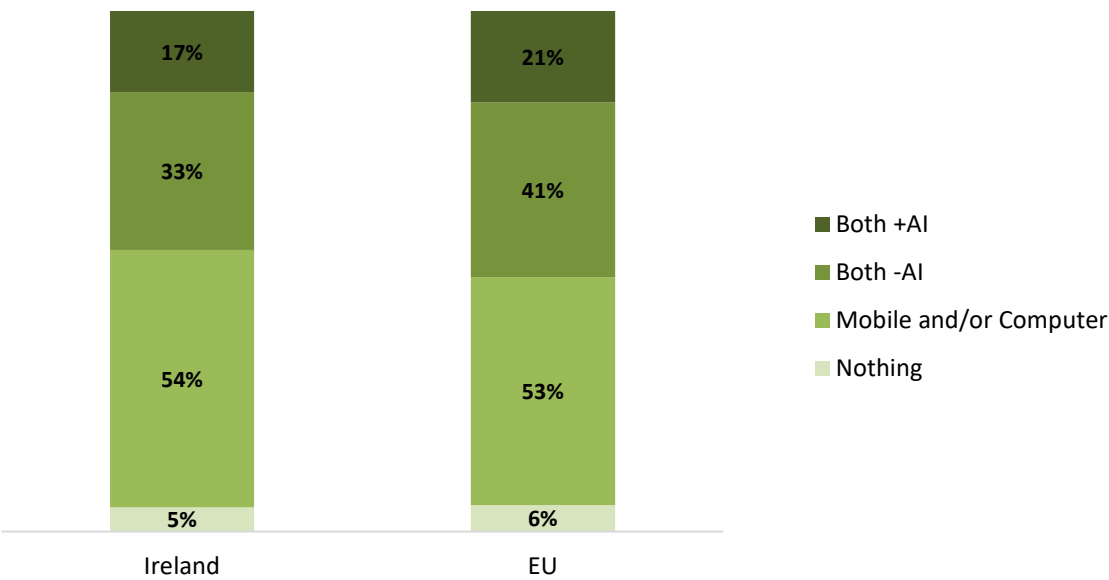
Figure 122. AI usage at work across regions in Ireland and the EU



Source: AIM-WORK Survey (2025)

While, in general, the degree of digitalisation in the Irish labour market is similar to the EU average, the share of workers who use Artificial Intelligence in combination with both computers and mobile devices remains slightly lower.

Figure 123. Percentage of workers by digital devices used at work in Ireland and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Ireland follows similar patterns to the rest of Europe regarding time and physical monitoring but shows slightly higher levels of activity monitoring. This could be related to institutional factors as well as the strong presence of multinational companies in the Irish labour market, where digital supervision of work activity is likely to be more commonly implemented.

Figure 124. Share of workers subject to digital monitoring in Ireland and the EU, by monitoring type

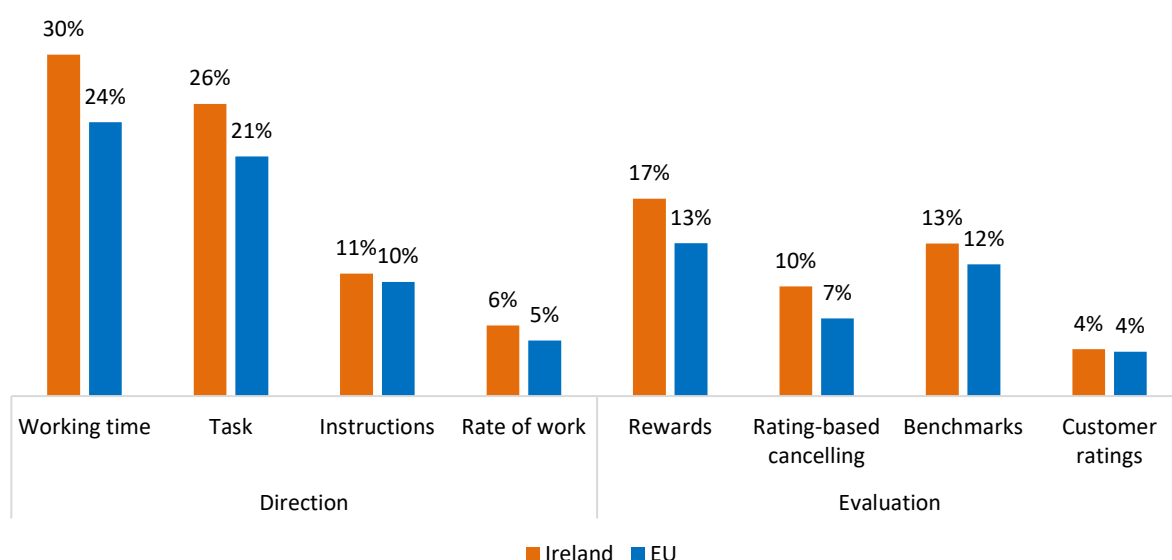
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Ireland	38%	38%	13%	15%	18%	7%		13%	4%	4%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Ireland exceeds the EU average in the use of algorithmic management, both for directing work and evaluating performance. This points to a wider integration of automation processes, extending beyond activity monitoring—as previously observed—to encompass the organisation and assessment of work itself.

Figure 125. Share of workers subject to algorithmic management in Ireland and the EU



Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 126 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Ireland** is below the EU average in terms of trade union representation, but it is very similar regarding the provision of information about digital monitoring practices by employers.

Figure 126. Employer information on digital monitoring and trade union presence in Ireland and the EU

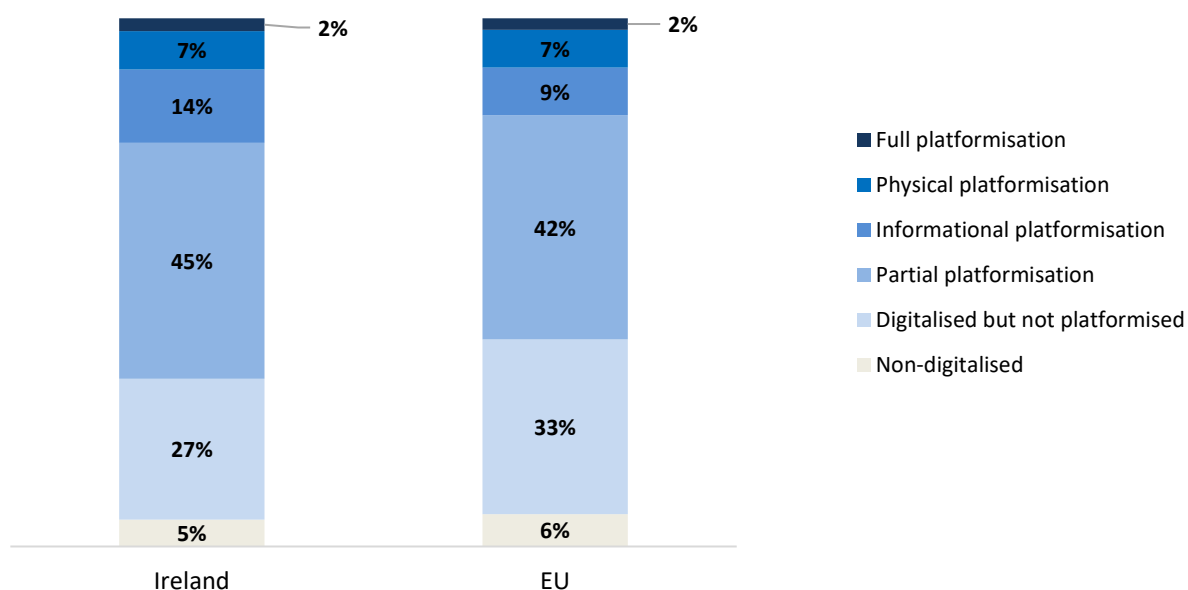


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 127 illustrates the prevalence of platformisation of work in **Ireland** and the EU as a whole. The level of platformisation in Ireland is similar to that of the EU overall, although informational platformisation is slightly more frequent.

Figure 127. Share of workers subject to platformisation of work in Ireland and the EU

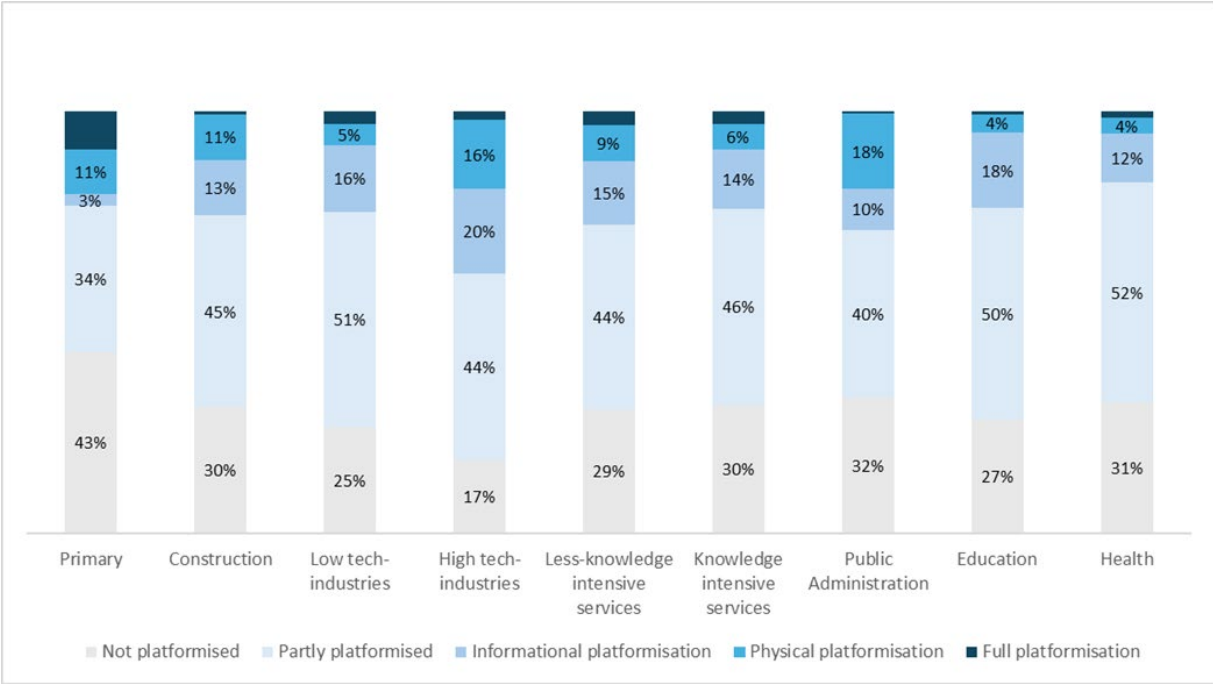


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 128 shows the prevalence of platformisation across sectors in **Ireland**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of primary. High-technology industries, low-technology industries, and education are significantly platformised in the Irish case.

Figure 128. Platformisation of work by sector in Ireland and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

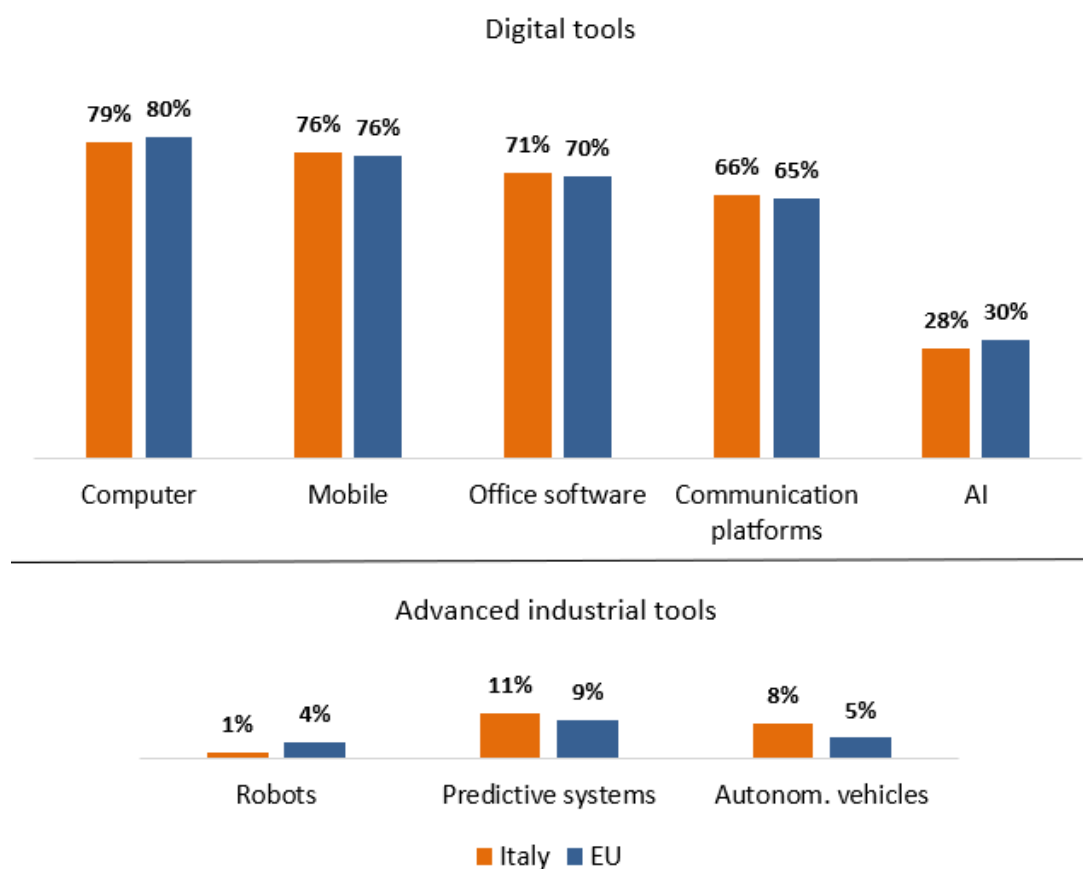
Source: AIM-WORK Survey (2025)

3.15. Italy

Use of digital tools

As shown in Figure 129, the use of digital tools in **Italy** is similar to the EU average. However, Italy stands out for the higher prevalence of predictive systems and autonomous vehicles, which suggests a greater implementation of advanced industrial tools compared to other European countries.

Figure 129. Percentage of workers who have used digital devices at least once in the last 12 months in Italy and the EU



Source: AIM-WORK Survey (2025).

In **Italy**, 28% of workers reported having used AI for work-related purposes in the last 12 months, which is slightly below the EU average. The intensity of use is also below the EU average, and respondents’ perceptions of the impact of AI are more negative than in the EU as a whole.

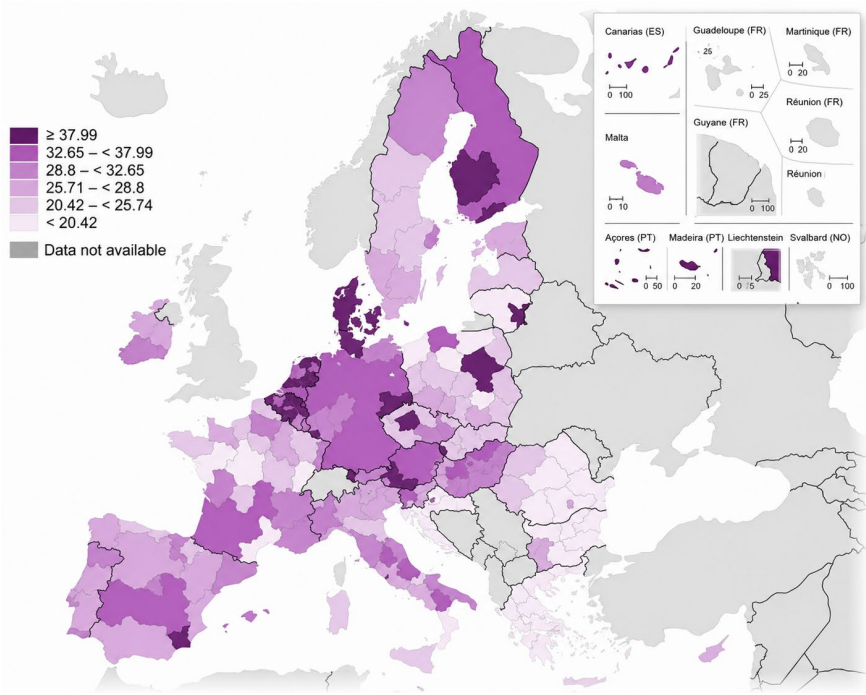
Figure 130. Use of AI at work in Italy and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Italy	28%	17%	14%	2.75	0.64
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 131 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Italy**, the regions with the highest levels of Artificial Intelligence adoption are concentrated in the central and southern parts of the country. This finding may seem surprising, as the main technological hubs are located in the north. However, it is important to consider the diverse use of AI across occupations and sectors that are not strictly technological and, more importantly, also the fact that AI usage data from AIM-WORK reflects mostly worker-led, proactive use of AI chatbots powered by LLMs, most likely from workers’ personal devices, which is not necessarily linked to regional tech hubs.

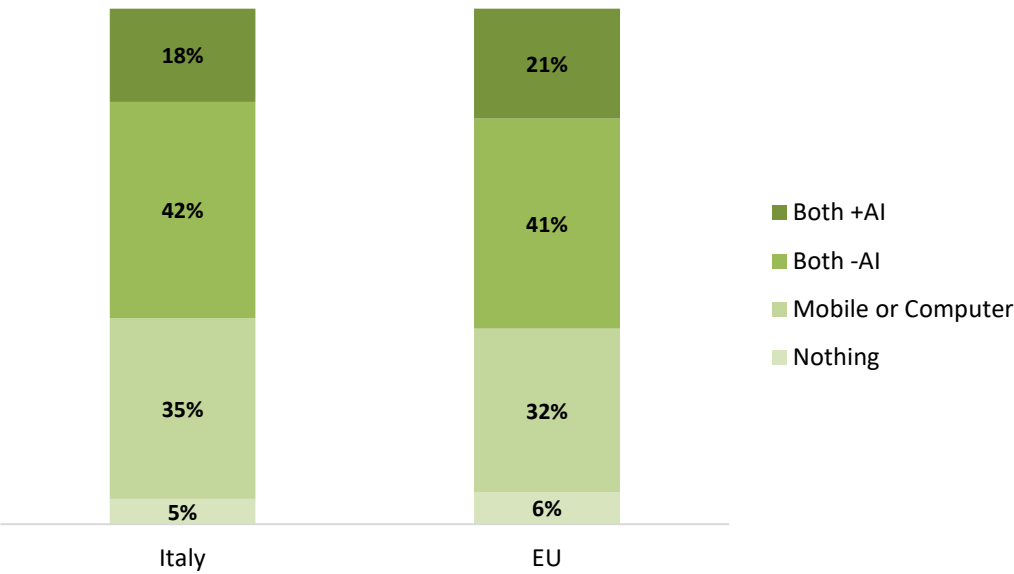
Figure 131. AI usage at work across regions in Italy and the EU



Source: AIM-WORK Survey (2025)

Although the overall degree of digitalisation in the **Italian** labour market is in line with the EU average, the uptake of artificial intelligence in combination with both computers and mobile devices remains somewhat lower.

Figure 132. Percentage of workers by digital devices used at work in Italy and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

In general, digital monitoring is less prevalent in the **Italian** labour market than in the EU average. Although the differences are not substantial, there appears to be a clear tendency towards lower levels of physical monitoring.

Figure 133. Share of workers subject to digital monitoring in Italy and the EU, by monitoring type

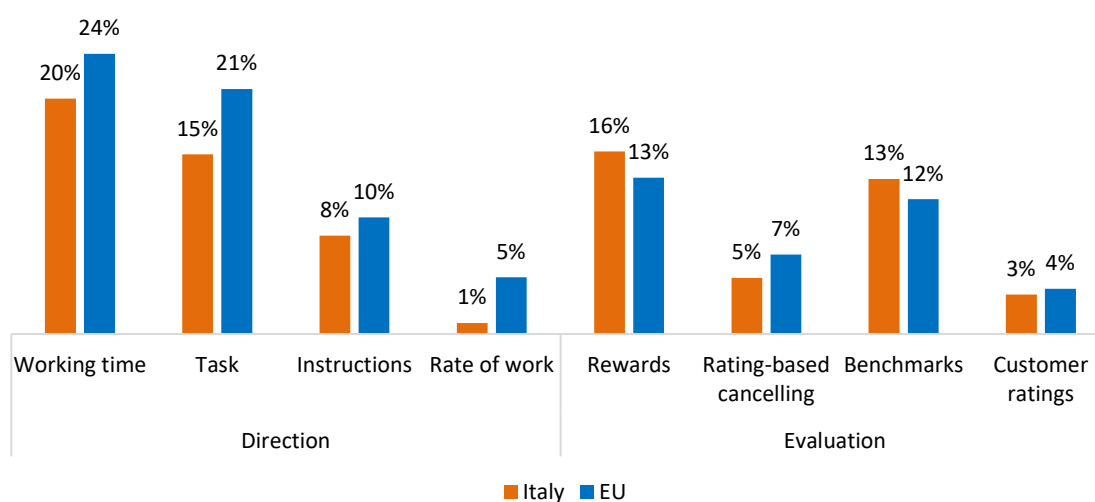
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Italy	35%	38%	10%	12%	9%	9%	6%	6%	1%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Italy is below the European average in terms of algorithmic management prevalence, with the exception of its use for rewards and benchmarks. This latter aspect could be linked to the importance of the service sector in Italy — particularly industries such as tourism — where automated evaluation is easily implemented through customer feedback.

Figure 134. Share of workers subject to algorithmic management in Italy and the EU

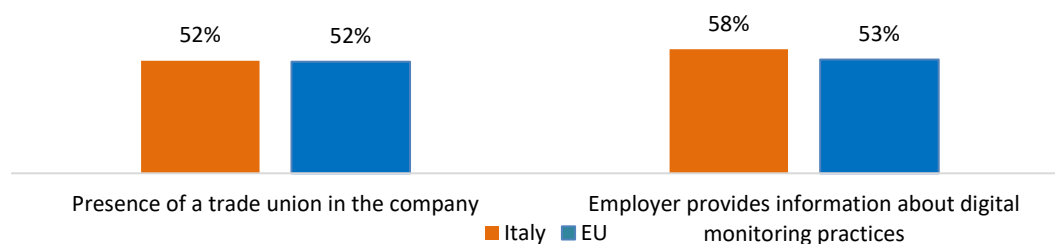


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 135 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Italy** is in line with the EU average in terms of trade union representation, but it is higher regarding the provision of information about digital monitoring practices by employers.

Figure 135. Employer information on digital monitoring and trade union presence in Italy and the EU.

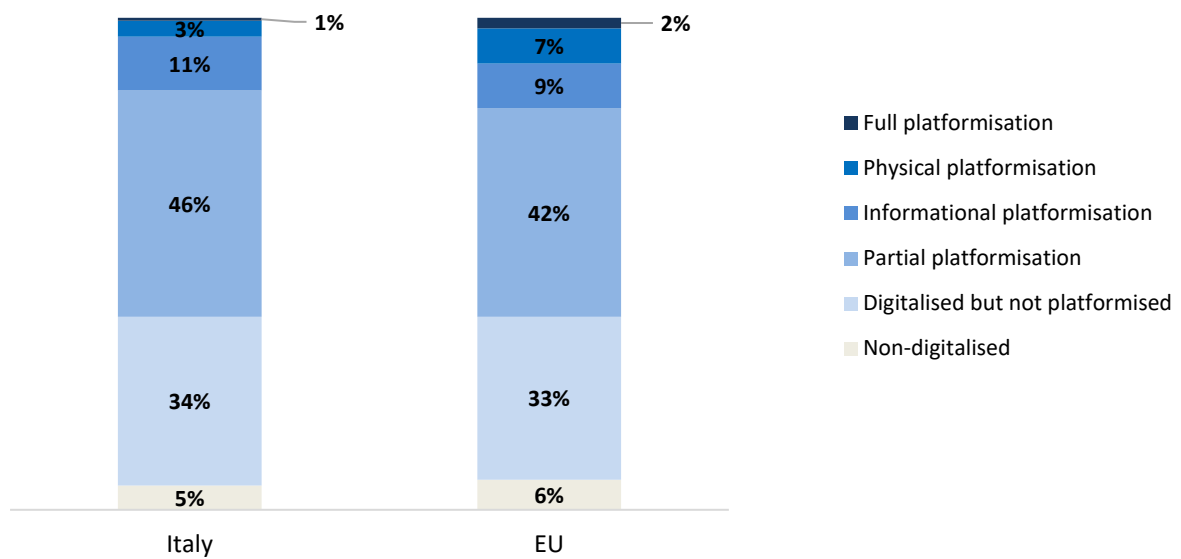


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 136 illustrates the prevalence of platformisation of work in **Italy** and the EU as a whole. Overall, the share of workers subject to some type of platformisation in Italy is similar to the EU average. However, a closer examination reveals that the more advanced forms of platformisation are less common, with the exception of informational platformisation.

Figure 136. Share of workers subject to platformisation of work in Italy and the EU

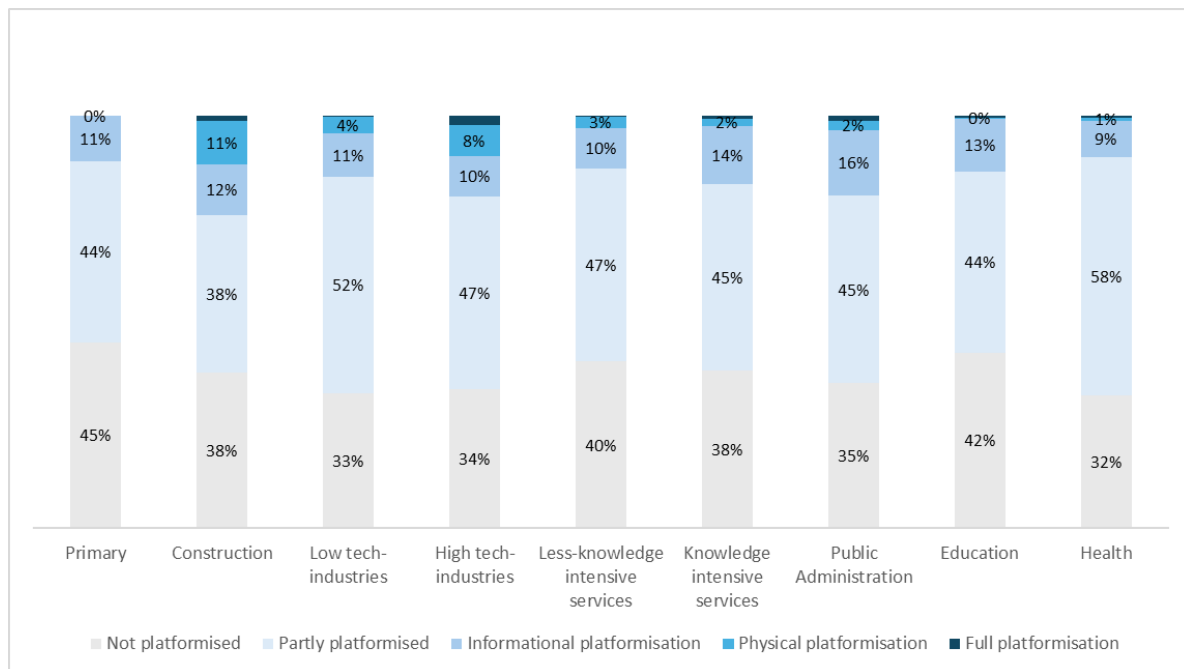


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 137 shows the prevalence of platformisation across sectors in **Italy**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of primary. High-technology industries, low-technology industries, and health are significantly platformised in the Italian case.

Figure 137. Platformisation of work by sector in Italy and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

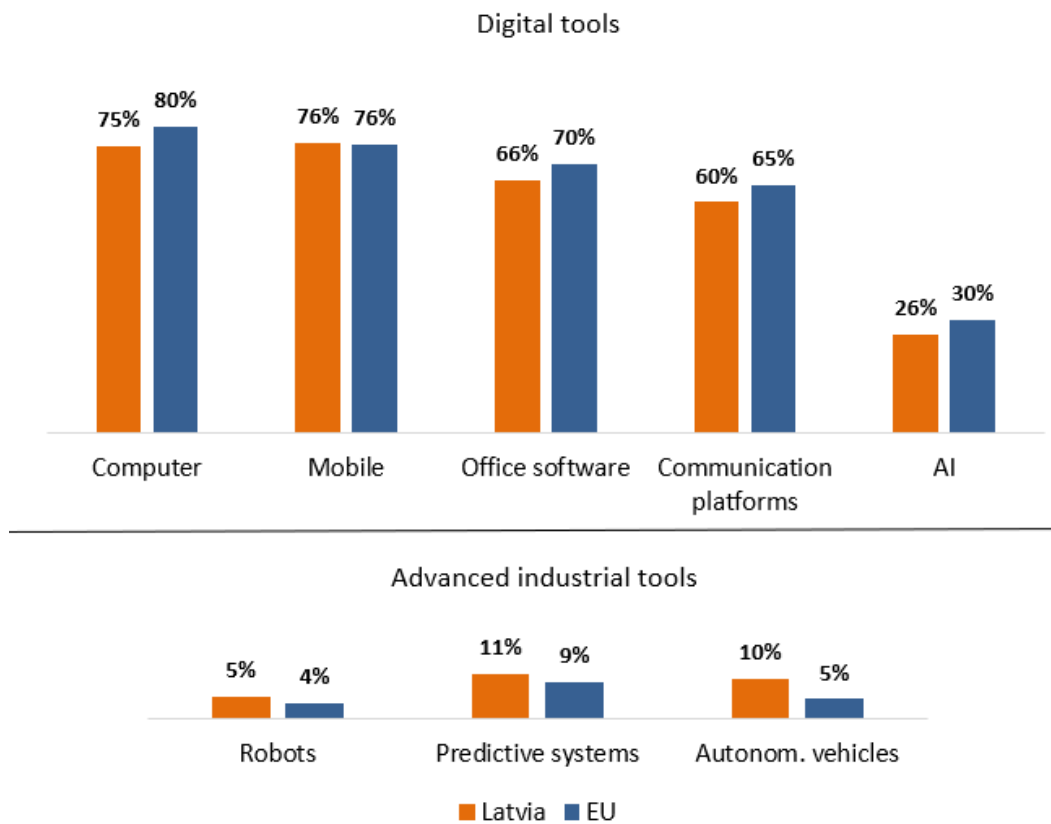
Source: AIM-WORK Survey (2025)

3.16. Latvia

Use of digital tools

As shown in Figure 138, the use of digital tools in **Latvia** is below the EU average, particularly with regard to communication platforms. However, the uptake of advanced industrial tools is somewhat higher than in the EU as a whole.

Figure 138. Percentage of workers who have used digital devices at least once in the last 12 months in Latvia and the EU



Source: AIM-WORK Survey (2025)

In **Latvia**, 26% of workers reported having used AI for work-related purposes in the past 12 months, a figure below the EU average. The intensity of use is also below the EU average, while respondents’ perceptions of the impact of AI are more positive than in the EU as a whole.

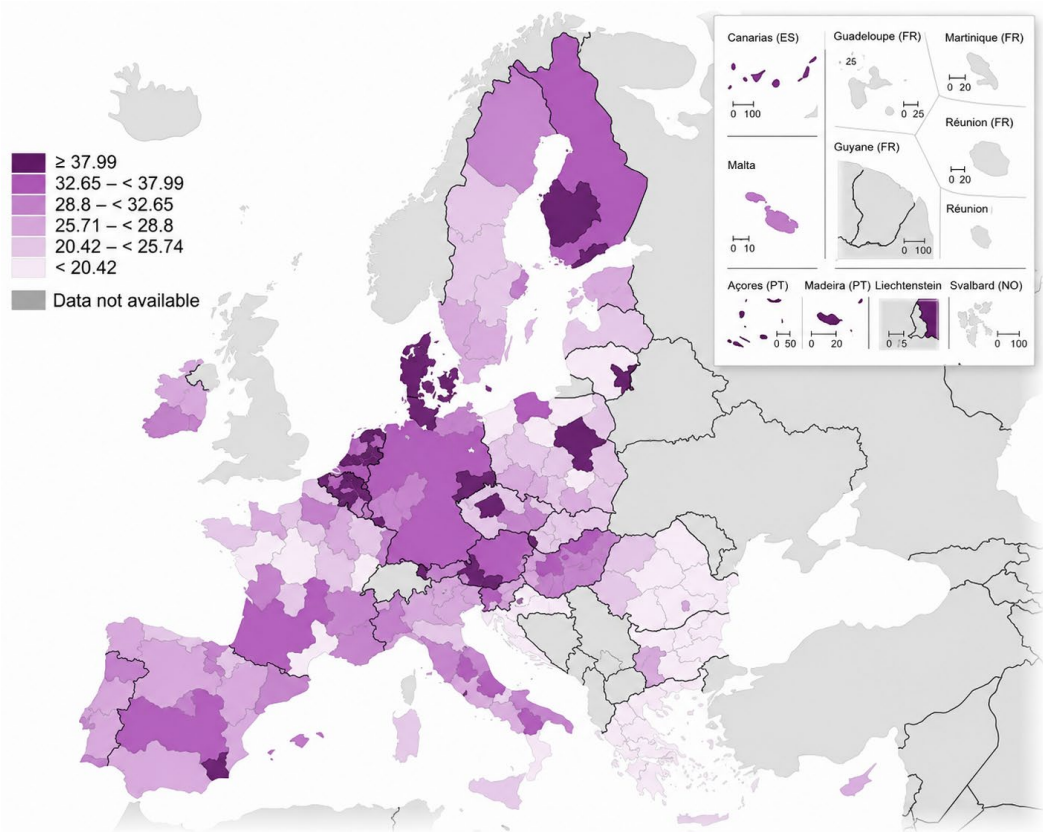
Figure 139. Use of AI at work in Latvia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Latvia	26%	15%	13%	3.04	0.81
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 140 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Latvia** shows a medium level of AI usage.

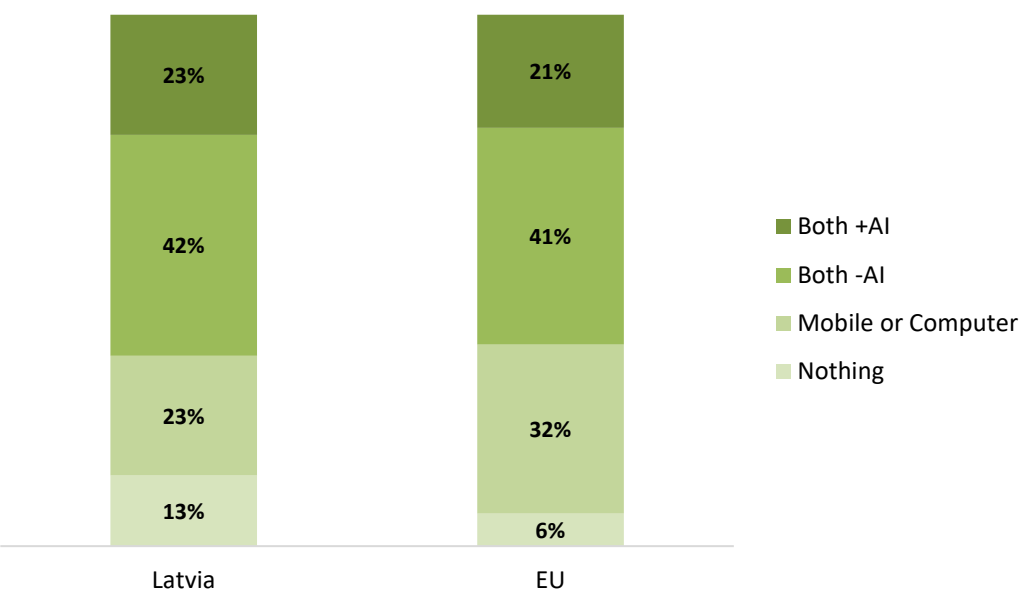
Figure 140. AI usage at work across regions in Latvia and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 140, the **Latvian** labour market is less digitalised than the EU average. Although AI adoption in combination with computers and mobiles is slightly higher and a greater share of workers use more than one type of digital device, the proportion of those who do not use any digital tools is more than twice the EU average.

Figure 141. Percentage of workers by digital devices used at work in Latvia and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Latvia follows similar pattern to the rest of Europe regarding time monitoring but stands out for its notably higher levels of activity and physical monitoring. Particularly relevant is the large gap in CCTV monitoring: one third of Latvian workers are subject to this type of control, compared to just 14% at the EU level. Vehicle tracking and the use of sensors are also well above the EU average. This suggests that digital monitoring is not limited to attendance control but involves direct oversight of tasks and activities.

Figure 142. Share of workers subject to digital monitoring in Latvia and the EU, by monitoring type

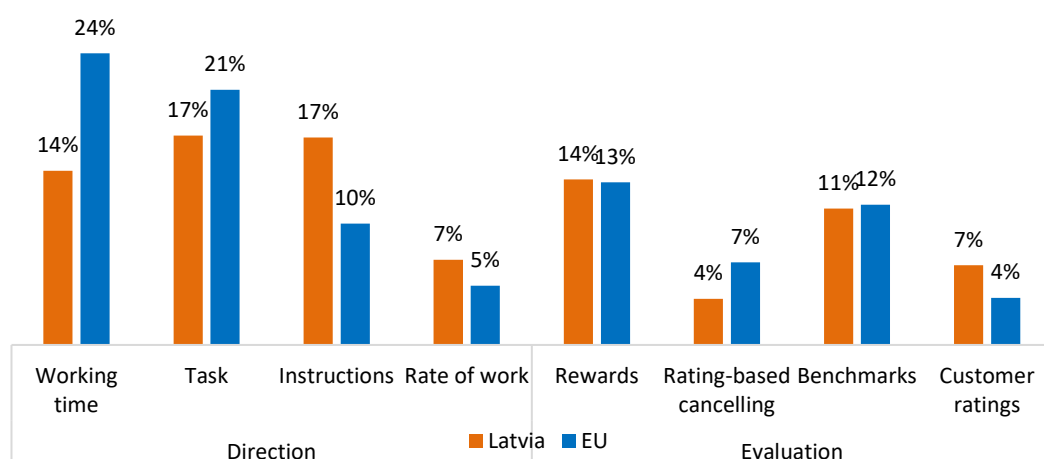
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Latvia	25%	32%	7%	13%	15%	10%	34%	20%	12%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management is less prevalent in **Latvia** than in the EU as a whole when it comes to time management and task allocation. However, the use of algorithm-based systems for task instruction and performance evaluation is more frequent. This supports the idea that digital tools in Latvia are not limited to organising working time, but are also employed to monitor, manage, and assess work activities.

Figure 143. Share of workers subject to algorithmic management. in Latvia and the EU

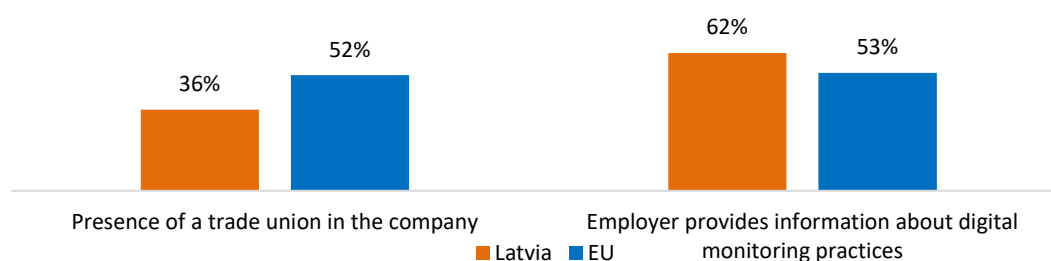


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 144 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Latvia** is below the EU average in terms of trade union representation and above it regarding employers' provision of information about digital monitoring practices.

Figure 144. Employer information on digital monitoring and trade union presence in Latvia and the EU

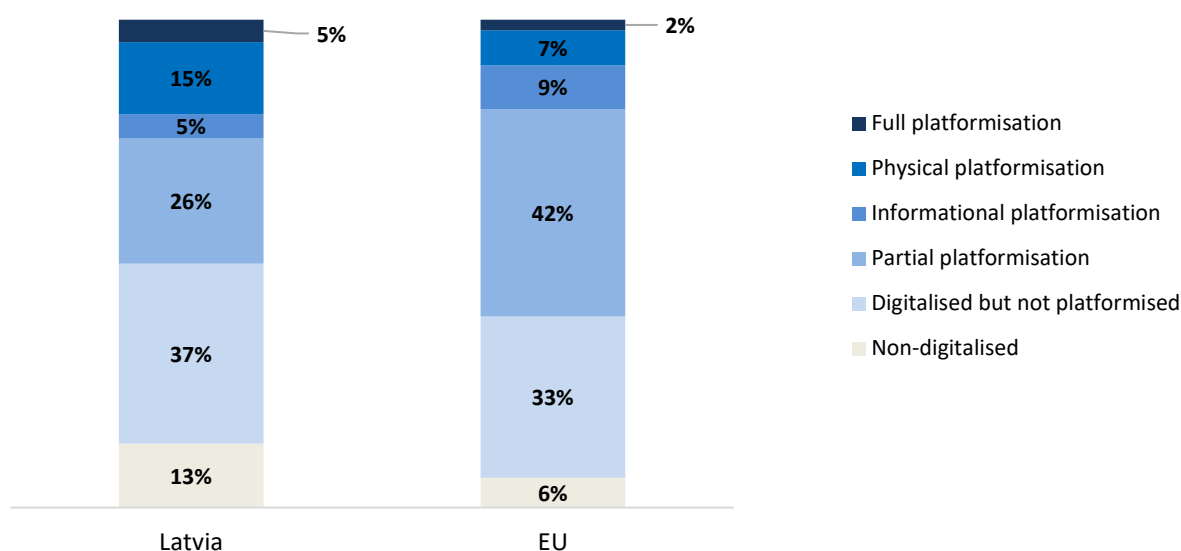


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 145 illustrates the prevalence of platformisation of work in **Latvia** and the EU as a whole. Although the level of overall platformisation in Latvia is similar to the EU average, this may be due to the country's less digitalised labour market. Among digitalised workers, however, Latvia exceeds the EU average in both full platformisation (5% vs 2%) and physical platformisation (15% vs 7%). This indicates certain degree of polarisation in the Latvian labour market, where workers tend either to remain outside digitalisation or to be integrated into platformised forms of employment.

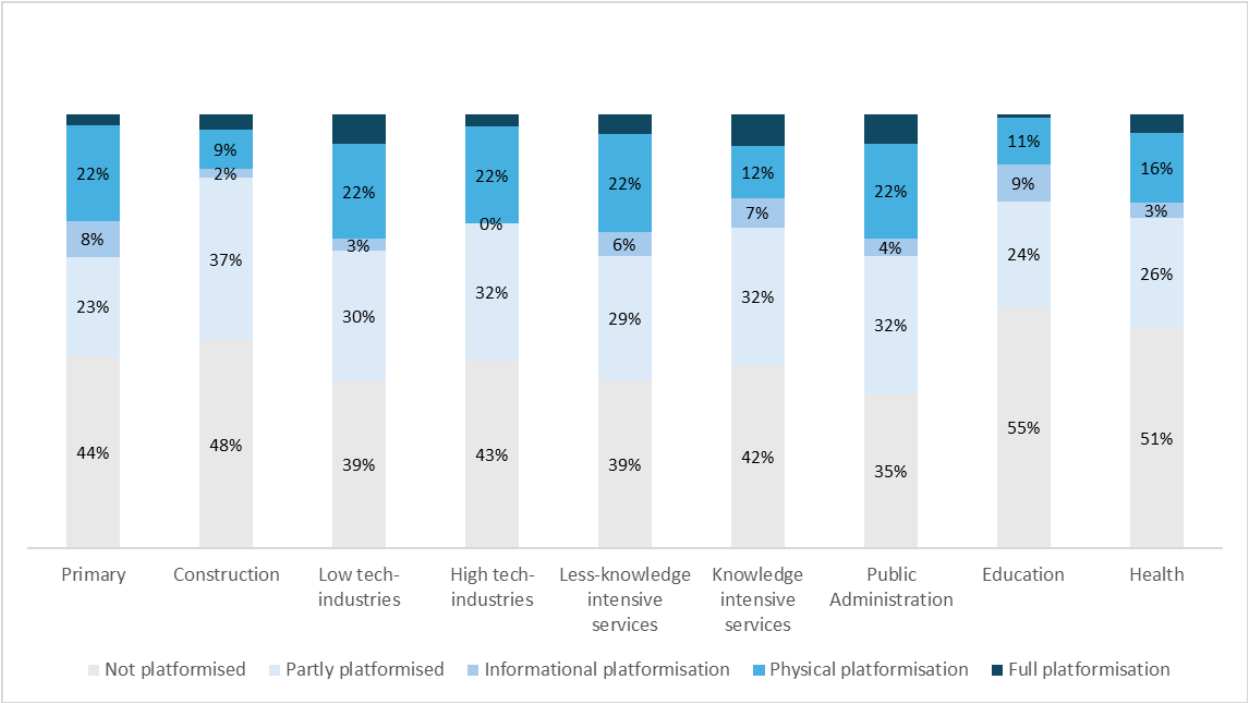
Figure 145. Share of workers subject to platformisation of work in Latvia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Figure 146 shows the prevalence of platformisation across sectors in **Latvia**. Public administration and the most knowledge-intensive sectors are the most platformised.

Figure 146. Platformisation of work by sector in Latvia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

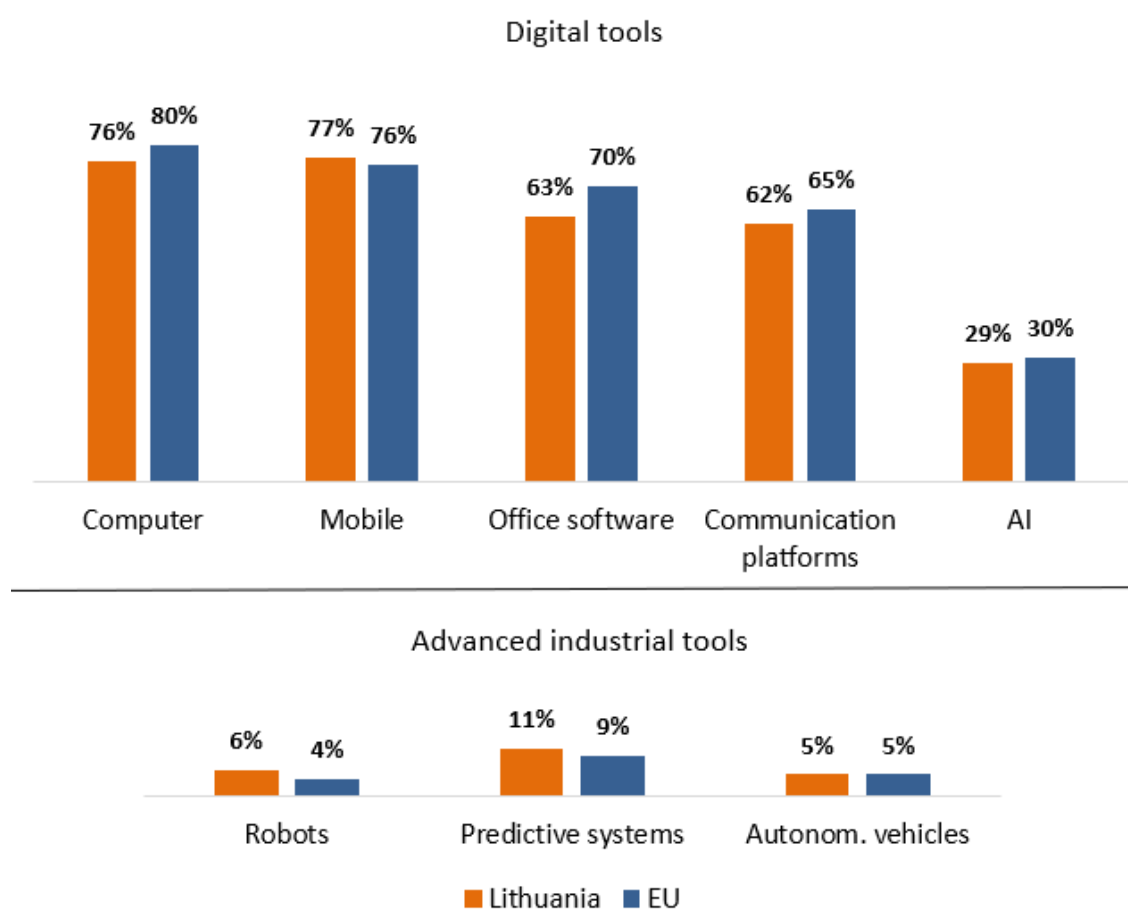
Source: AIM-WORK Survey (2025)

3.17. Lithuania

Use of digital tools

As shown in Figure 147, the use of digital tools in **Lithuania** is below the EU average, particularly with regard to office software platforms. However, the adoption of advanced industrial tools, specifically predictive systems and robots, is slightly above the average.

Figure 147. Percentage of workers who have used digital devices at least once in the last 12 months in Lithuania and the EU



Source: AIM-WORK Survey (2025)

In **Lithuania**, 29% of workers reported having used AI for work-related purposes in the past 12 months, a figure in line with the EU average. The intensity of use is below the EU average, while respondents’ perceptions of the impact of AI are more positive than in the EU as a whole.

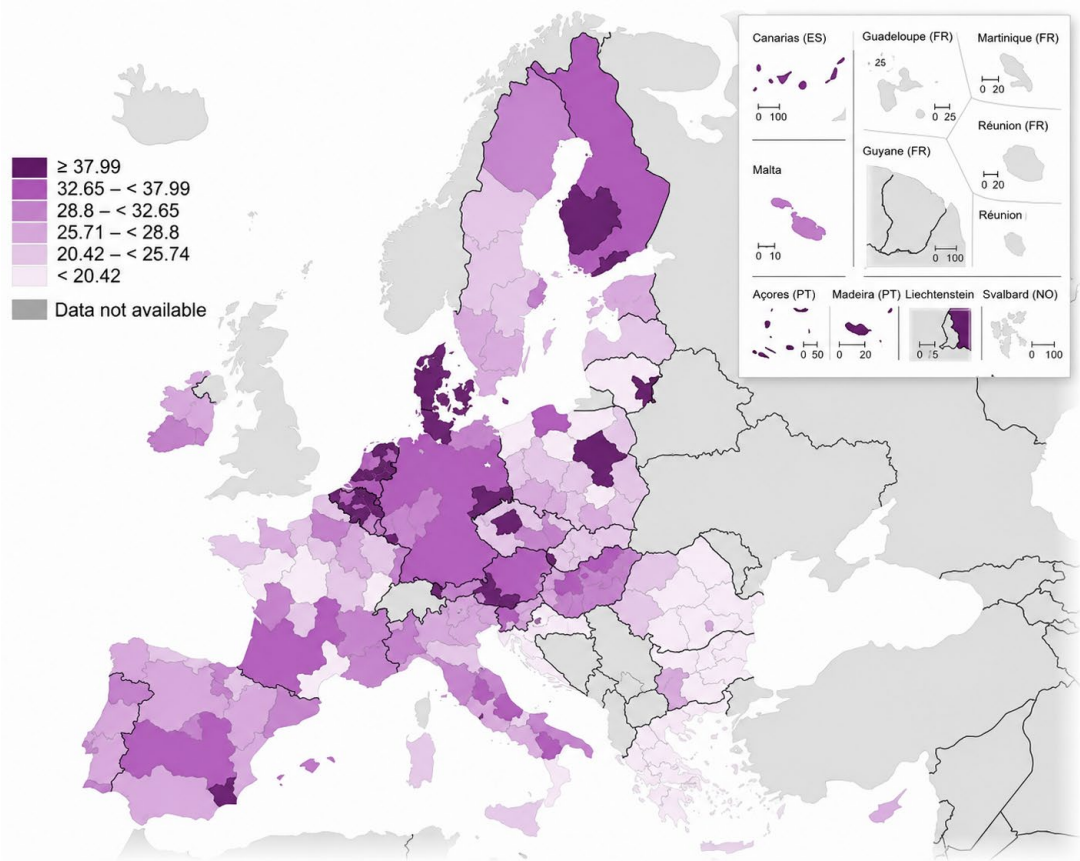
Figure 148. Use of AI at work in Lithuania and the EU

	Use of AI at work		Weekly use		Intensity of use		N uses	Impact
Lithuania		29%		17%		14%	3.22	0.71
EU		30%		20%		16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 149 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Lithuania** shows a low usage, higher in the Eastern part of the country.

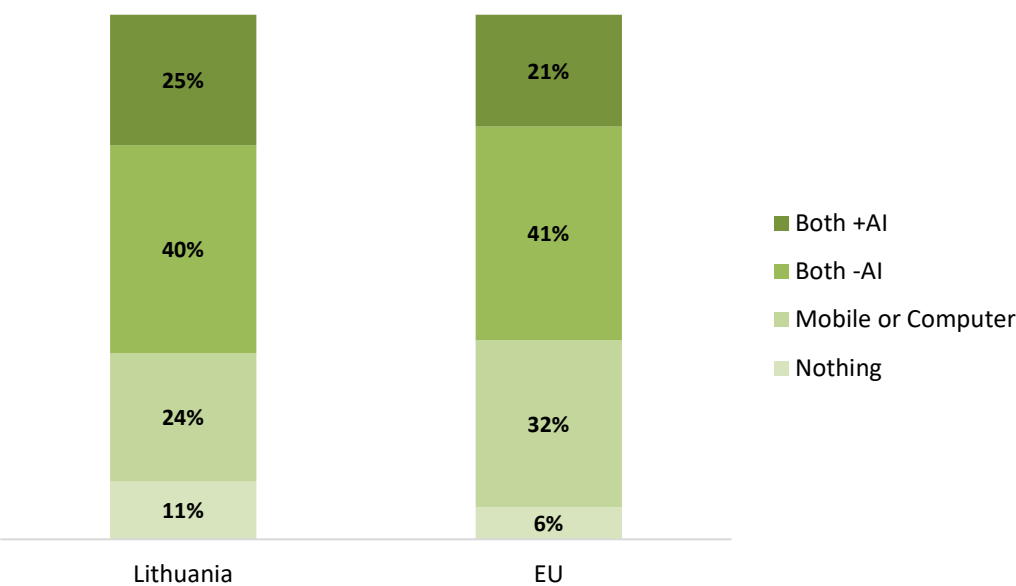
Figure 149. AI usage at work across regions in Lithuania and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 150, the **Lithuanian** labour market is less digitalised than the EU average. Despite higher levels of AI adoption in combination with both mobile devices and computers, the proportion of workers who do not use digital devices is nearly twice the EU average, pointing towards a certain polarisation in digital tool usage.

Figure 150. Percentage of workers by digital devices used at work in Lithuania and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Lithuania follows similar patterns to the rest of Europe regarding time monitoring, but stands out for its notably high levels of physical monitoring. Particularly relevant is the large gap in CCTV monitoring: around one third of Lithuanian workers are subject to this type of control, compared to just 14% at the EU level. This suggests that digital workplace supervision is not limited to attendance monitoring, but involves direct oversight of tasks and activities.

Figure 151. Share of workers subject to digital monitoring in Lithuania and the EU, by monitoring type

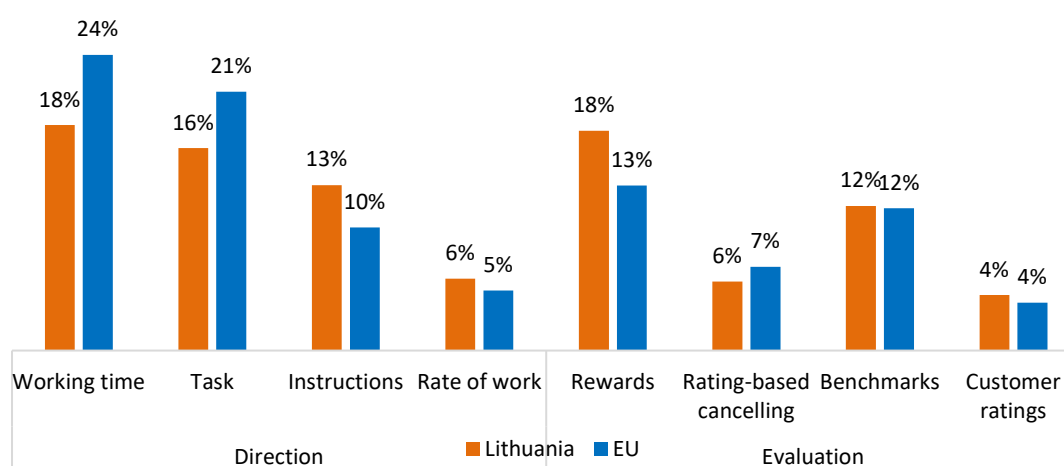
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media		CCTV	Tracking vehicles	Tracking sensors
Lithuania	25%	30%	7%	12%	13%	11%		29%	16%	10%
EU	37%	36%	11%	12%	14%	7%		14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management is less prevalent in **Lithuania** than in the EU as a whole when it comes to time management and task allocation. However, the use of algorithm-based systems for automated instructions and for performance evaluation is more frequent. This supports the idea that digital tools in Lithuania are not limited to organising working time, but are also employed to monitor, manage, and assess work activities.

Figure 152. Share of workers subject to algorithmic management in Lithuania and the EU

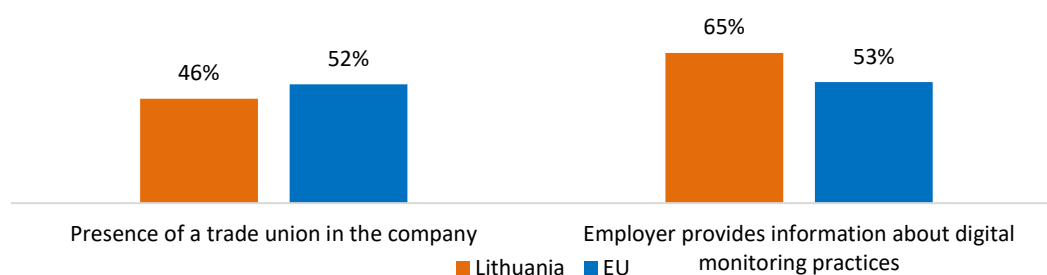


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 153 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Lithuania** is below the EU average in terms of trade union representation and above it regarding employers' provision of information about digital monitoring practices.

Figure 153. Employer information on digital monitoring and trade union presence in Lithuania and the EU

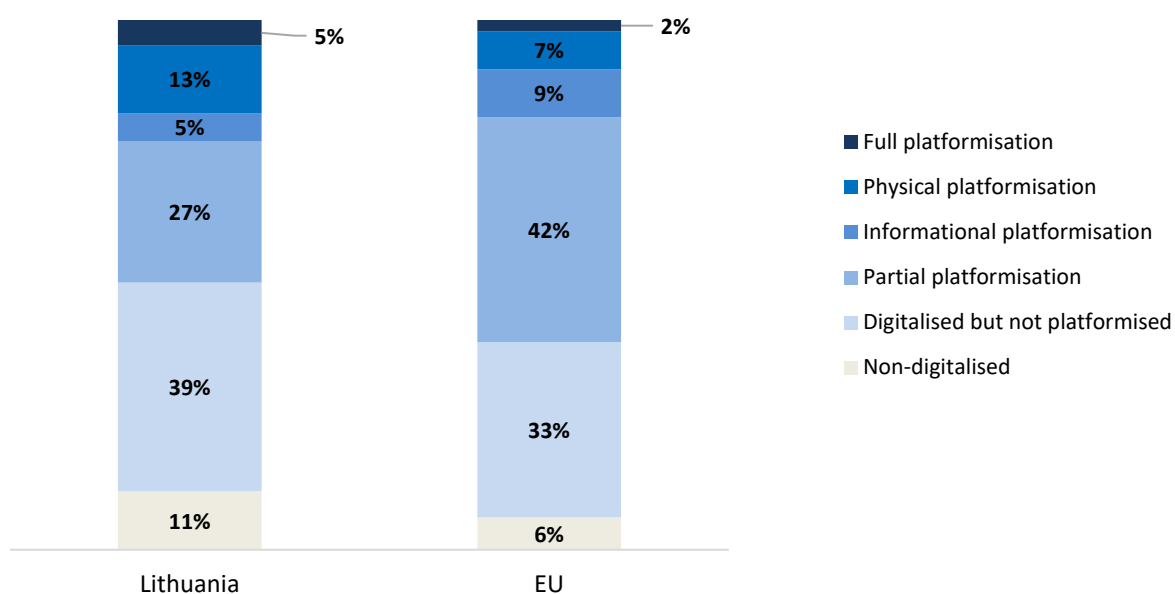


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 154 illustrates the prevalence of platformisation of work in **Lithuania** and the EU as a whole. Although, overall, the degree of platformisation in Lithuania is similar to the EU average, this may be due to the country's less digitalised labour market. Among digitalised workers, however, Lithuania exceeds the EU average in both full platformisation (5% vs 2%) and physical platformisation (15% vs 7%). This indicates certain degree of polarisation in the Lithuanian labour market, where workers tend either to remain outside digitalisation or to be integrated into platform-based forms of employment.

Figure 154. Share of workers subject to platformisation of work in Lithuania and the EU

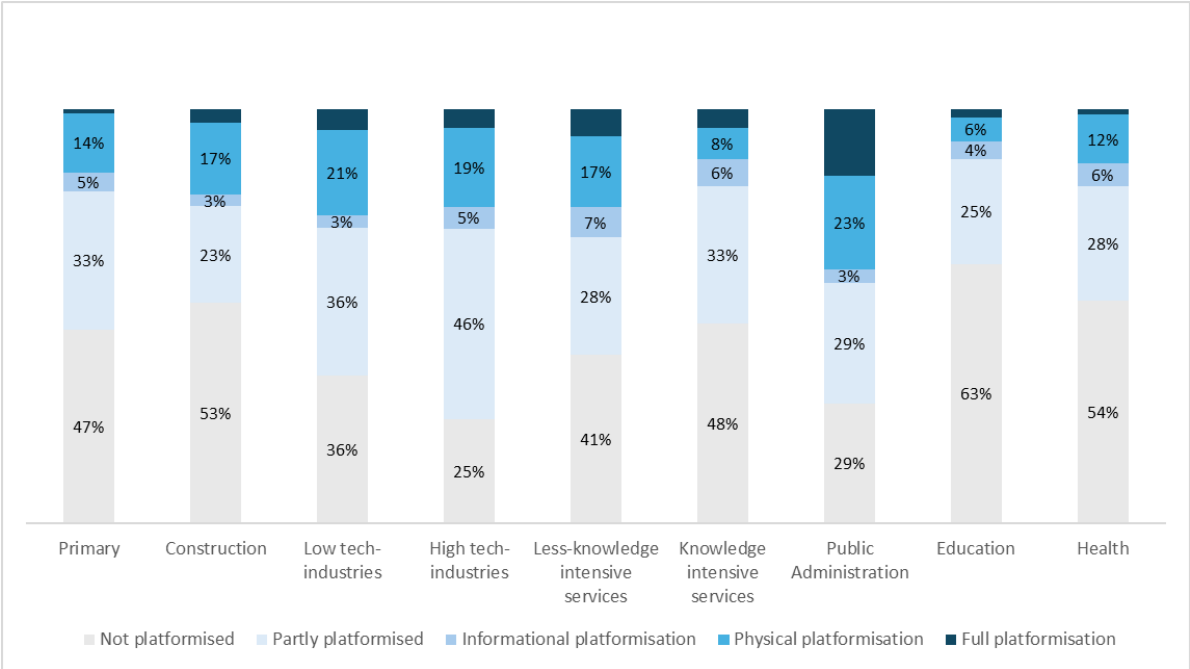


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 155 shows the prevalence of platformisation across sectors in **Lithuania**. Public administration and high-tech industries are significantly platformised.

Figure 155. Platformisation of work by sector in Lithuania and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

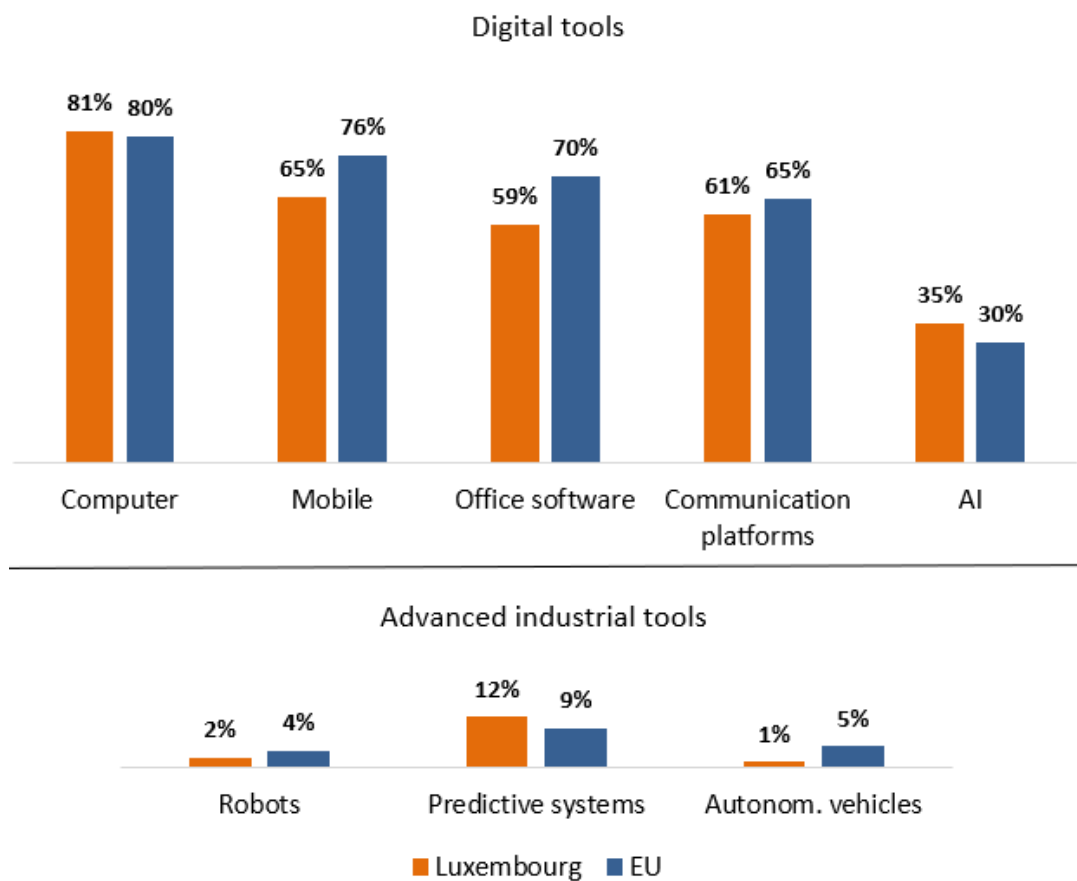
Source: AIM-WORK Survey (2025)

3.18. Luxembourg

Use of digital tools

As shown in Figure 156, the use of digital and advanced industrial tools in **Luxembourg** is higher than in the EU as a whole when it comes to more advanced technologies such as AI and predictive systems. However, it falls below the EU average in relation to basic digital tools such as mobile devices, office software, and communication platforms.

Figure 156. Percentage of workers who have used digital devices at least once in the last 12 months in Luxembourg and the EU



Source: AIM-WORK Survey (2025)

In **Luxembourg**, 35% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is also higher than the EU average, and respondents' perceptions of the impact of AI are more negative than those of the EU as a whole.

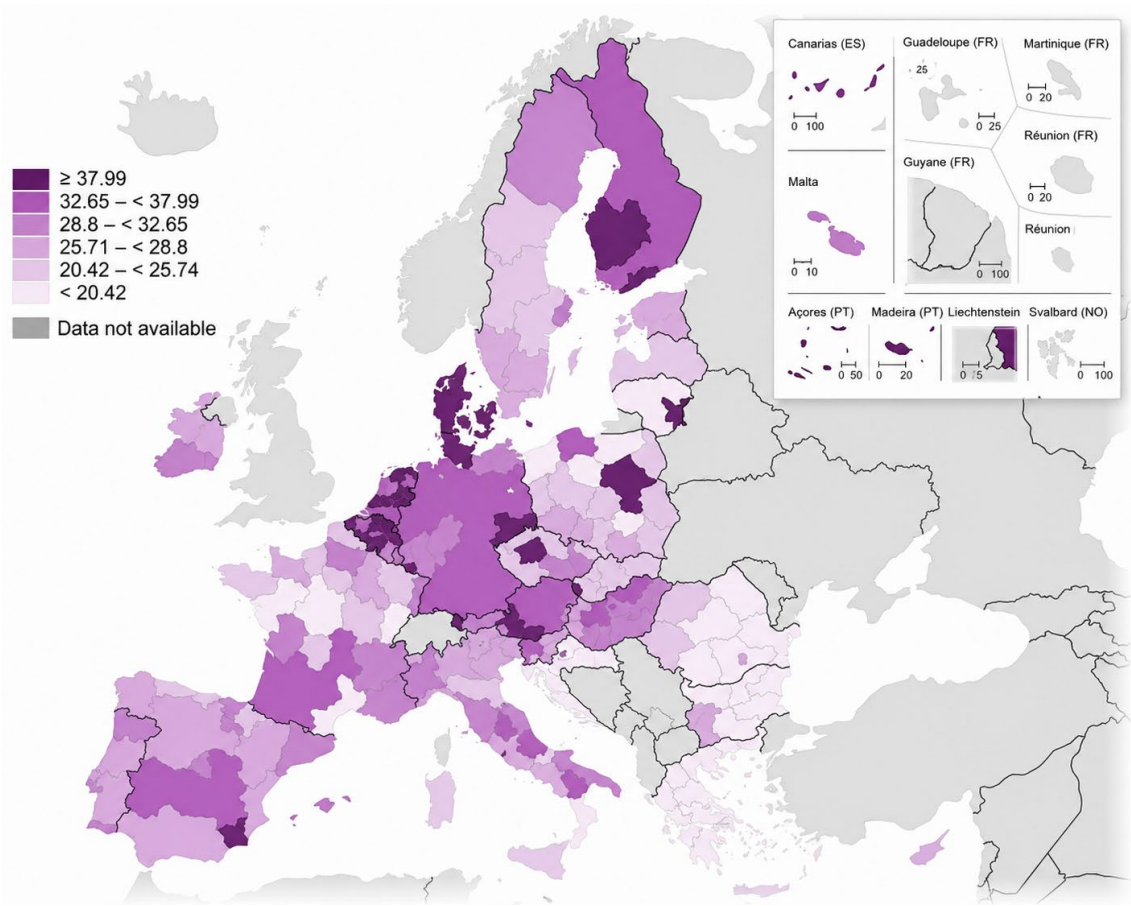
Figure 157. Use of AI at work in Luxembourg and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Luxembourg	35%	23%	19%	2.65	0.61
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 158 illustrates the geography of AI usage in the EU according to AIM-WORK data. **Luxembourg** shows a high level of AI usage.

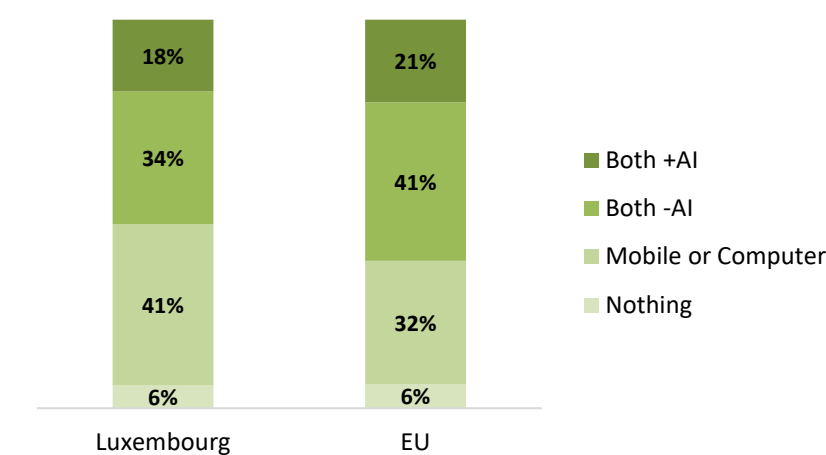
Figure 158. AI usage at work across regions in Luxembourg and the EU



Source: AIM-WORK Survey (2025)

The level of digitalisation of the **Luxembourgish** labour market is similar to the EU average. On the one hand, more sophisticated digital tool usage is lower than the EU average. On the other, there is a significantly higher proportion of workers using only one type of digital device.

Figure 159. Percentage of workers by digital devices used at work in Luxembourg and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

The share of workers subject to digital monitoring of time and general activity is higher in **Luxembourg** than in the EU as a whole. However, digital monitoring of workers' physical movements is significantly less common. This may be due to the limited presence of sectors such as manufacturing or logistics, where physical monitoring is more typically applied. Conversely, levels of activity monitoring are significantly above the average. This is likely related to the fact that Luxembourg's labour market is predominantly oriented towards financial and administrative services, where monitoring practices tend to focus on screen-based or time-related activity.

Figure 160. Share of workers subject to digital monitoring in Luxembourg and the EU, by monitoring type

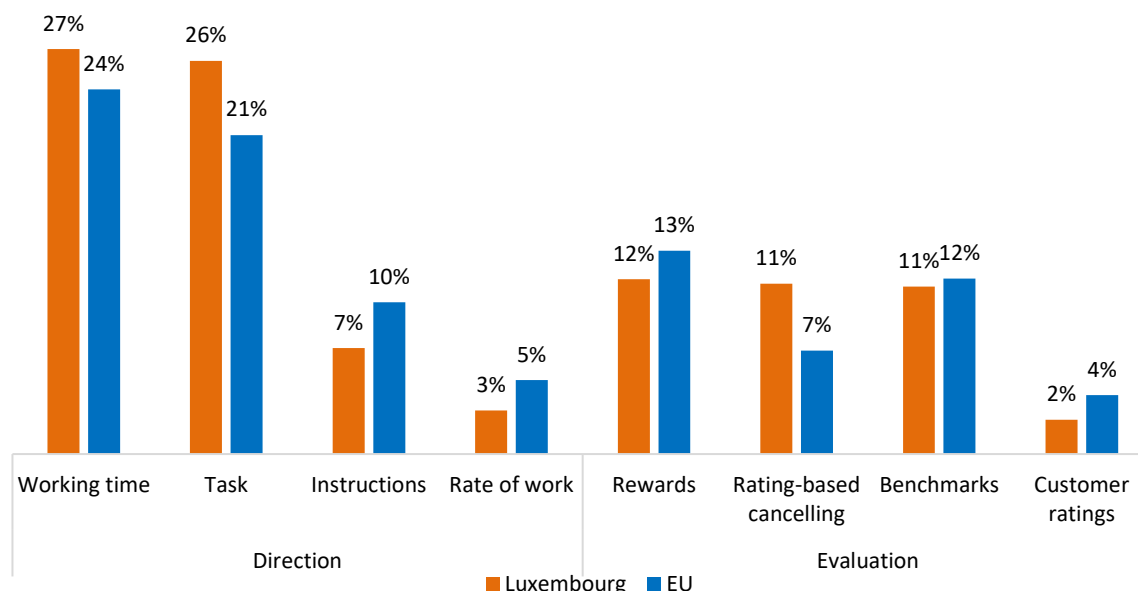
	Time		Activity					Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors	
Luxembourg	42%	41%	20%	14%	22%	12%	5%	6%	2%	
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%	

Source: AIM-WORK Survey (2025)

Algorithmic Management

Patterns of algorithmic management in **Luxembourg** are very similar to those observed at the EU level, although a slightly higher prevalence can be noted overall in direction practices.

Figure 161. Share of workers subject to algorithmic management in Luxembourg and the EU

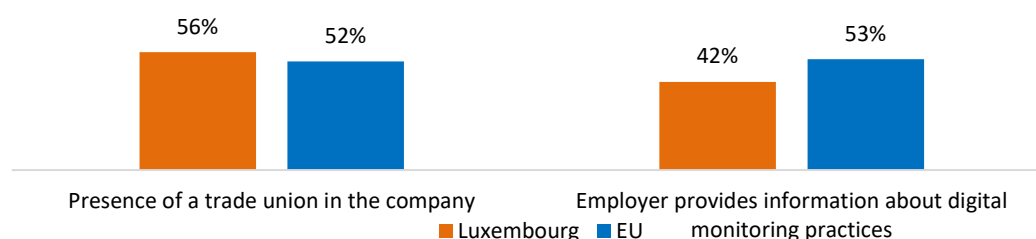


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 162 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Luxembourg** is above the EU average in terms of trade union representation and below regarding the provision of information about digital monitoring practices by employers.

Figure 162. Employer information on digital monitoring and trade union presence in Luxembourg and the EU

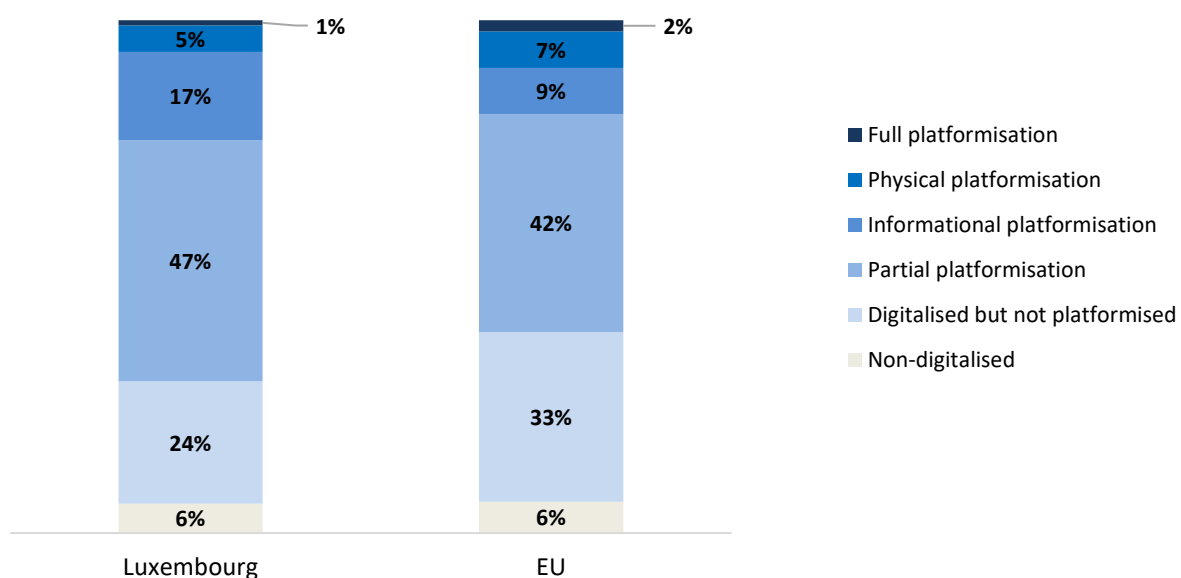


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 163 illustrates the prevalence of platformisation of work in **Luxembourg** and the EU as a whole. The level of platformisation in Luxembourg is higher than the EU average. The high incidence of informational platformisation may be related to the service-oriented nature of the Luxembourgish economy.

Figure 163. Share of workers subject to platformisation of work in Luxembourg and the EU

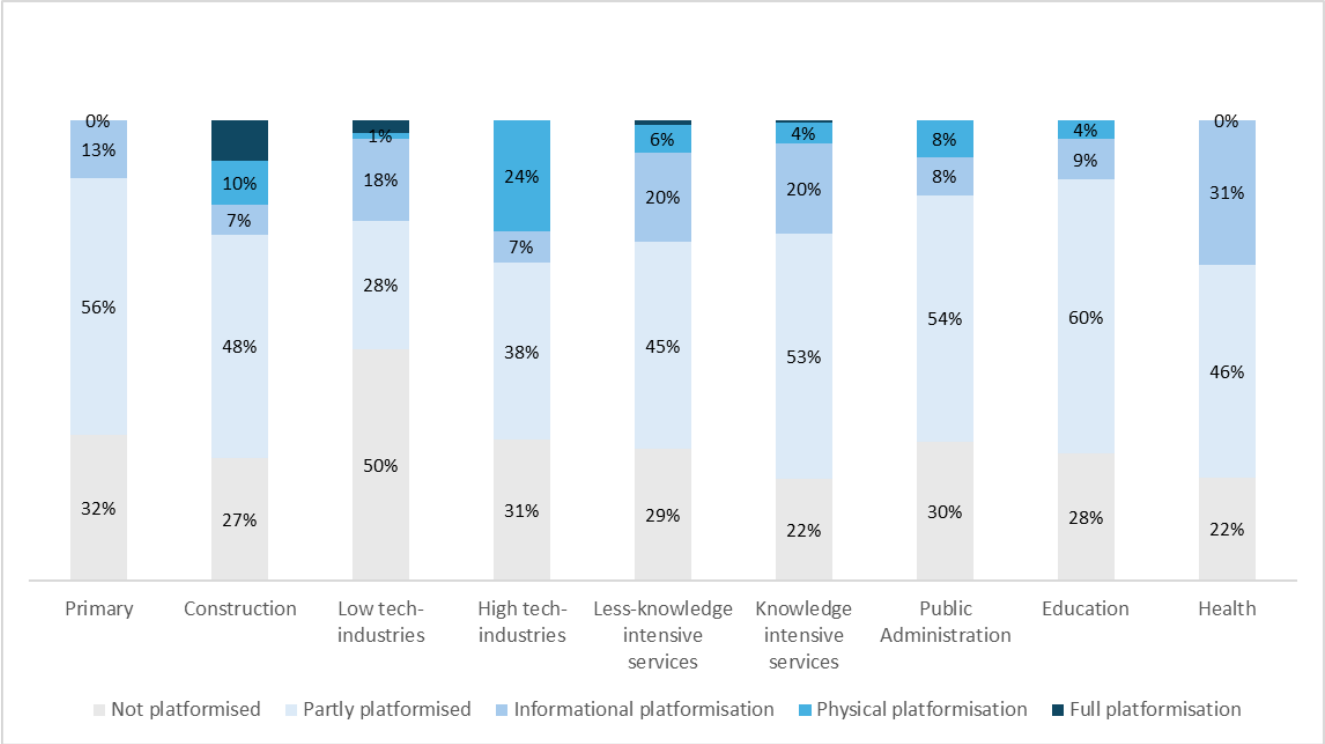


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 164 shows the prevalence of platformisation across sectors in **Luxembourg**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors, with the exception of Low technology industries. Services are significantly platformised.

Figure 164. Platformisation of work by sector in Luxembourg and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

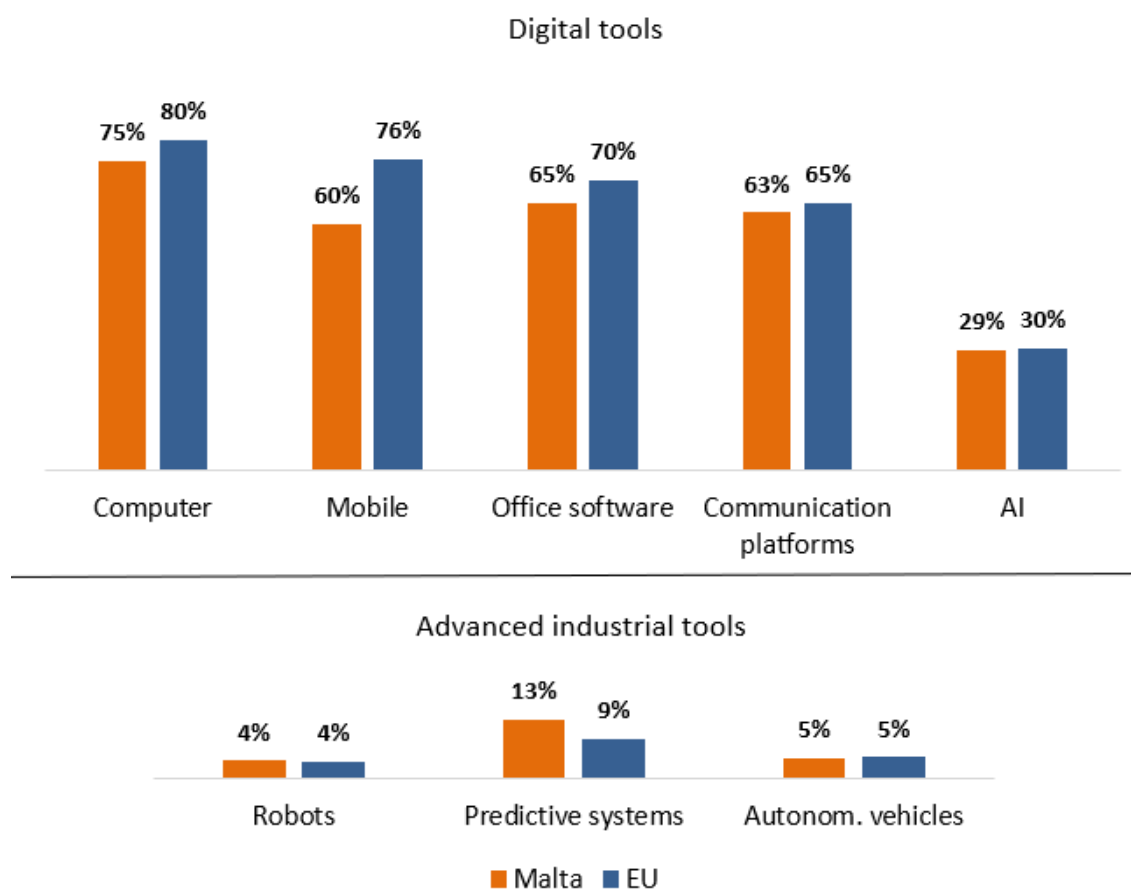
Source: AIM-WORK Survey (2025)

3.19. Malta

Use of digital tools

As shown in Figure 165, the use of digital tools in **Malta** is lower than the EU average, although the differences are not substantial, except in the case of mobile device usage. However, Malta stands out for the higher prevalence of predictive systems, which suggests a greater implementation of advanced industrial tools compared to other European countries.

Figure 165. Percentage of workers who have used digital devices at least once in the last 12 months in Malta and the EU



Source: AIM-WORK Survey (2025)

In **Malta**, 29% of workers reported having used AI for work-related purposes in the last 12 months, in line with the EU average. The intensity of use is slightly higher than the EU average and respondents’ perceptions of the impact of AI are slightly more positive than for the EU as a whole.

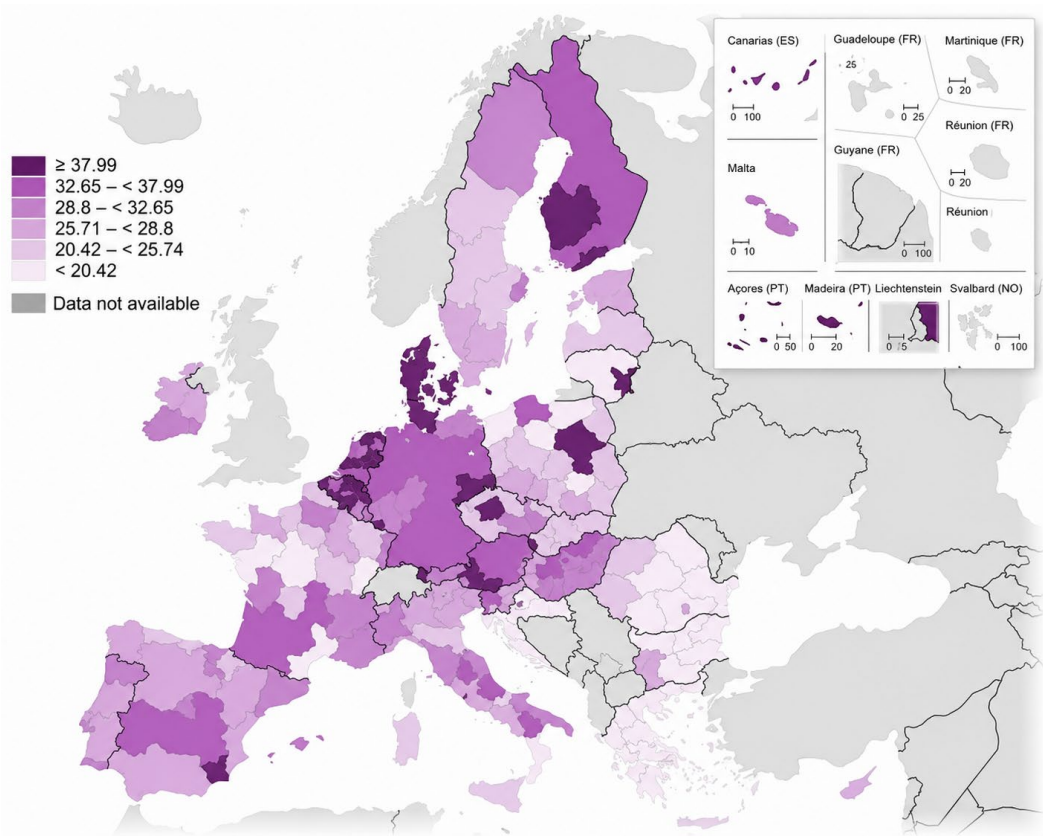
Figure 166. Use of AI at work in Malta and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Malta	29%	22%	17%	2.96	0.85
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 167 illustrates the geography of AI usage in the EU according to AIM-WORK data. There is medium adoption of AI in **Malta**.

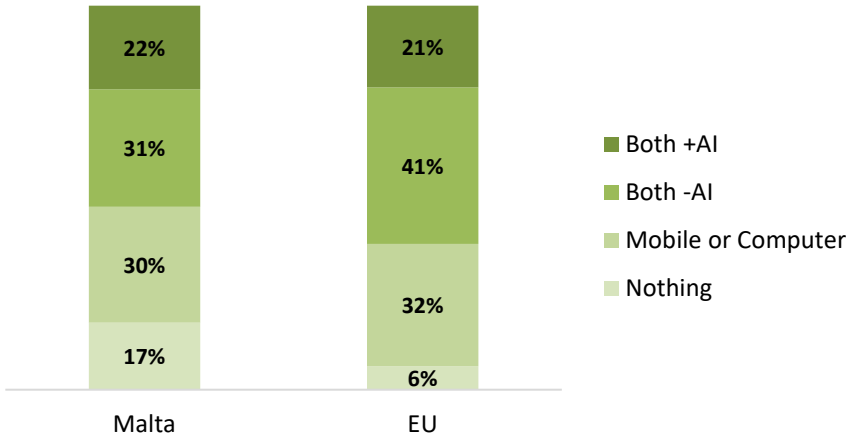
Figure 167. AI usage at work across regions in Malta and the EU



Source: AIM-WORK Survey (2025)

Although the share of workers in **Malta** using AI and multiple digital devices slightly exceeds the EU average, the proportion of those not using any digital tools is almost three times as high. This points to a clear polarisation in digital tool usage within the Maltese labour market.

Figure 168. Percentage of workers by digital devices used at work in Malta and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Malta follows similar patterns to the rest of Europe regarding time monitoring but stands out for its notably higher levels of activity and physical monitoring. Particularly relevant is the large gap in CCTV monitoring: half of Maltese workers are subject to this type of supervision, compared to just 14% at the EU level. Activity monitoring is also much higher. This suggests that digital monitoring is not limited to attendance control but involves direct oversight of tasks and activities.

Figure 169. Share of workers subject to digital monitoring in Malta and the EU, by monitoring type

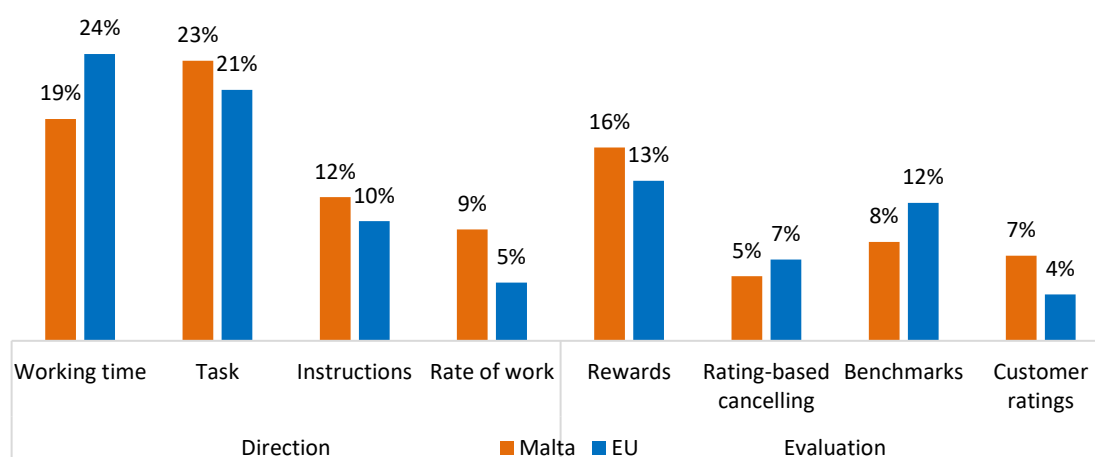
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Malta	40%	37%	20%	25%	22%	12%	49%	8%	12%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

The use of algorithm-based systems for task allocation, instruction, and performance evaluation is more frequent in **Malta** than in the EU as a whole. This supports the idea that digital tools in Malta are not limited to organising working time, but are also used to monitor, manage, and assess work activities — a pattern that may be related to the importance of service sectors such as finance and tourism, where algorithmic management is more likely to be applied.

Figure 170. Share of workers subject to algorithmic management in Malta and the EU

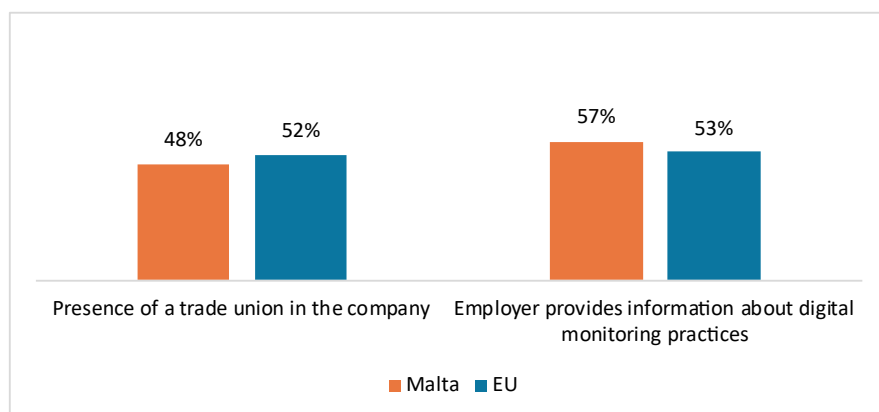


Source: AIM-WORK Survey (2025).

Employer information on digital monitoring and trade union presence

Figure 171 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Malta** is above the EU average in terms of trade union representation, but it is below regarding the provision of information about digital monitoring practices by employers.

Figure 171. Employer information on digital monitoring and trade union presence in Malta and the EU

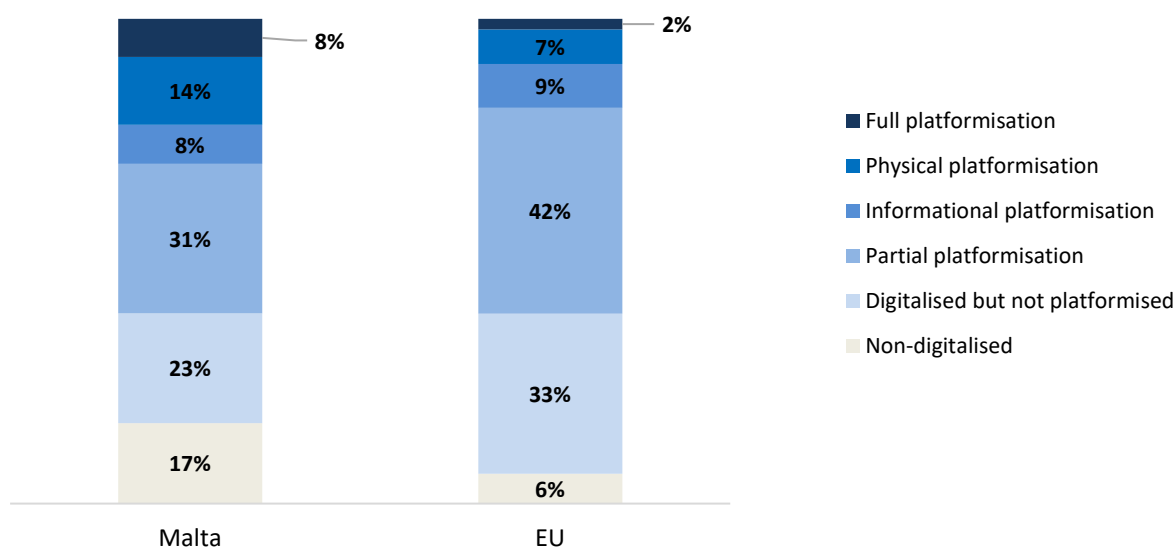


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 172 illustrates the prevalence of platformisation of work in **Malta** and the EU as a whole. Although the level of overall platformisation in Malta is similar to the EU average, this may be due to the country's less digitalised labour market. Among digitalised workers, however, Malta exceeds the EU average in both full platformisation (8% vs 2%) and physical platformisation (14% vs 7%). This indicates certain degree of polarisation in the Maltese labour market, where workers tend either to remain outside digitalisation or to be integrated into platform-based forms of employment.

Figure 172. Share of workers subject to platformisation of work in Malta and the EU

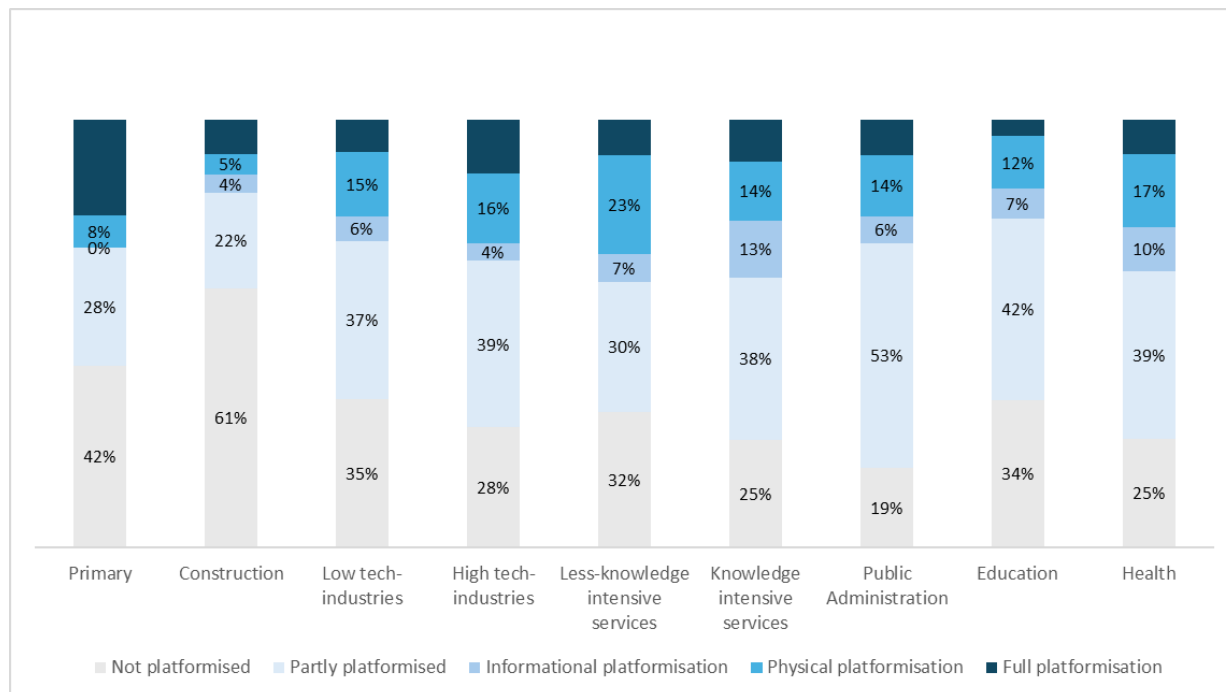


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 173 shows the prevalence of platformisation across sectors in **Malta**. Workers in knowledge-intensive sectors and public administration are the most platformised ones.

Figure 173. Platformisation of work by sector in Malta and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

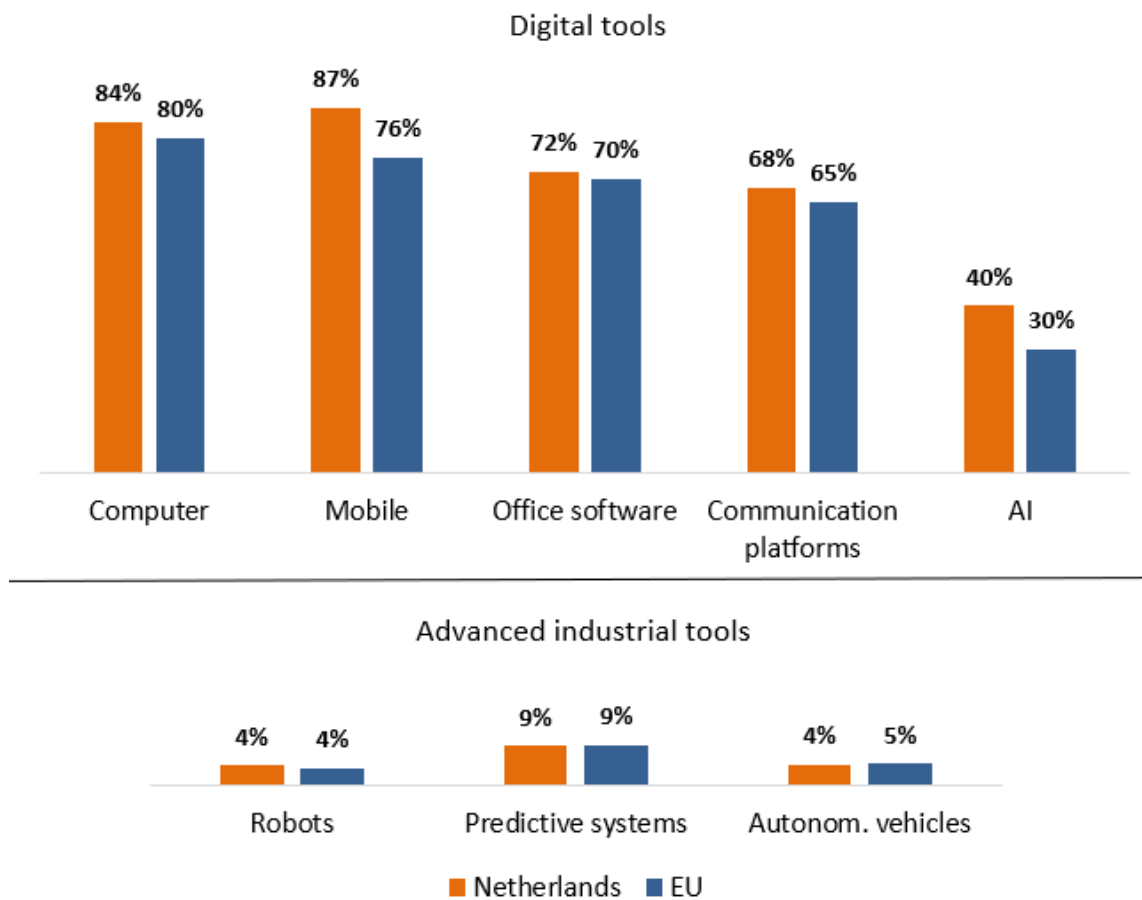
Source: AIM-WORK Survey (2025)

3.20. Netherlands

Use of digital tools

As shown in Figure 174, the use of digital and advanced industrial tools in the **Netherlands** is higher than the EU average, standing out for its greater adoption of AI and higher use of mobile devices.

Figure 174. Percentage of workers who have used digital devices at least once in the last 12 months in the Netherlands and the EU



Source: AIM-WORK Survey (2025)

In **the Netherlands**, 40% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is also higher than the EU average, and respondents' perceptions of the impact of AI are slightly more positive than those of the EU as a whole.

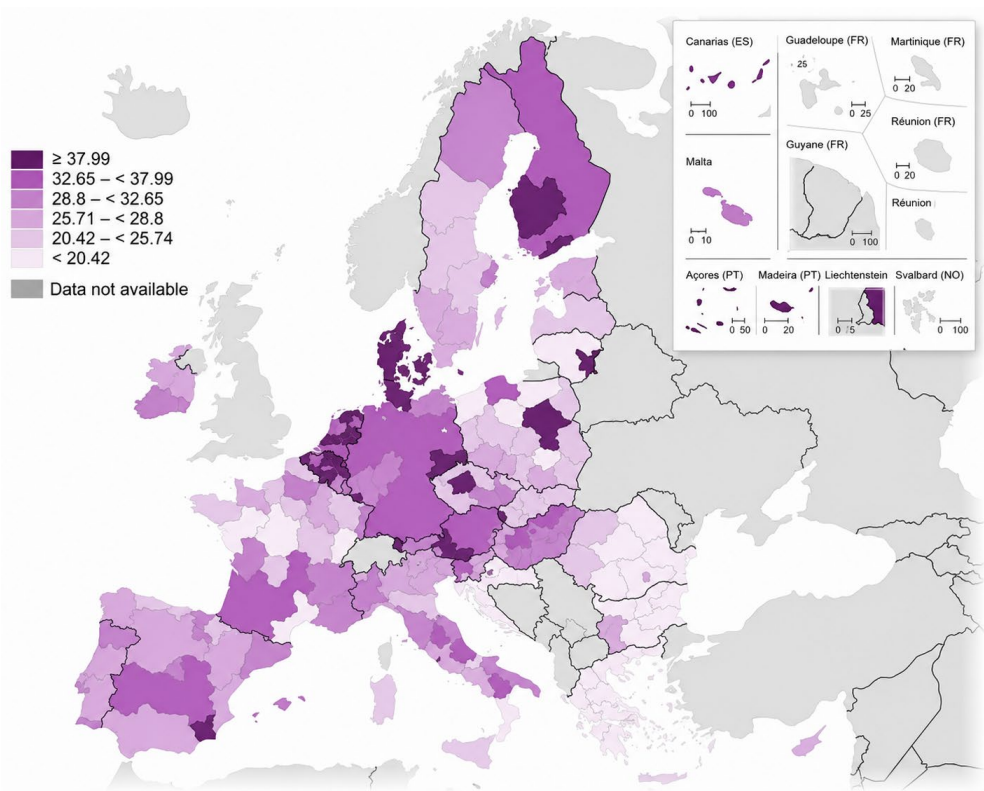
Figure 175. Use of AI at work in the Netherlands and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Netherlands	40%	25%	19%	2.68	0.67
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 176 illustrates the geography of AI usage in the EU according to AIM-WORK data. **The Netherlands** shows a high level of AI usage across regions.

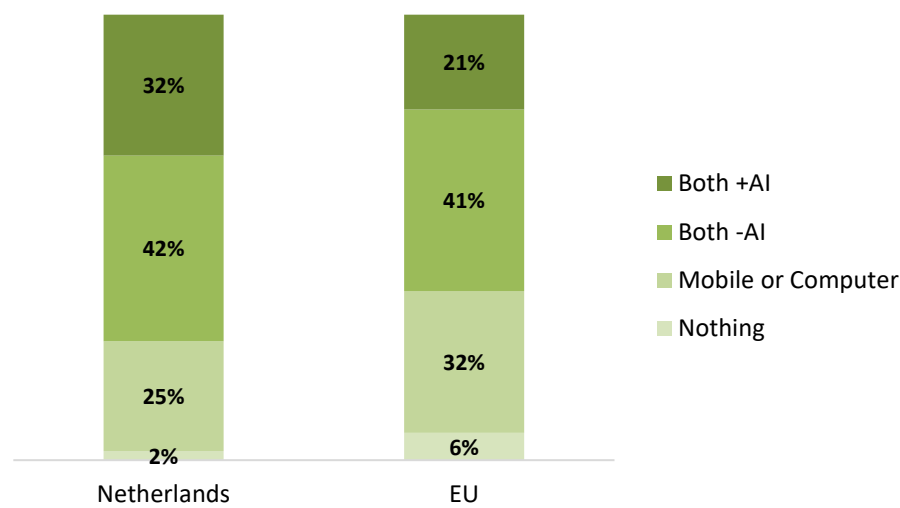
Figure 176. AI usage at work across regions in the Netherlands and the EU



Source: AIM-WORK Survey (2025)

As shown in Figure 177, the **Dutch** labour market is more digitalised than the European average. More than one in three workers have integrated AI into their work in combination with both computers and mobile devices, and around three out of four use more than one digital device.

Figure 177. Percentage of workers by digital devices used at work in the Netherlands and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

The Netherlands stands out for its lower levels of digital monitoring across all dimensions, with the exception of computer use monitoring. Given that the Dutch labour market is highly digitalised, this suggests a mediating role of institutional factors, where new technologies are being used in a more autonomous and trust-based manner, rather than as tools for close supervision.

Figure 178. Share of workers subject to digital monitoring in the Netherlands and the EU, by monitoring type

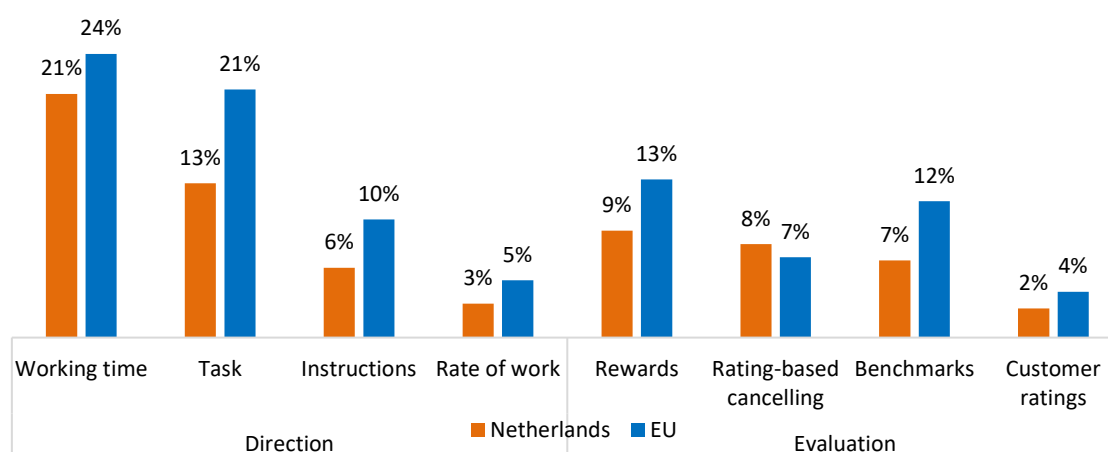
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Netherlands	27%	29%	14%	7%	5%	6%	6%	8%	1%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management in the **Netherlands** follows a pattern similar to the EU average in terms of work direction but shows lower figures in indicators related to the automated evaluation of work. This latter aspect may reflect a different approach to work management, based more on direct feedback and personal supervision — consistent with the low levels of digital monitoring previously mentioned.

Figure 179. Share of workers subject to algorithmic management in the Netherlands and the EU



Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 180 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **The Netherlands** is above the EU average in terms of trade union representation and below regarding the provision of information about digital monitoring practices by employers.

Figure 180. Employer information on digital monitoring and trade union presence in the Netherlands and the EU

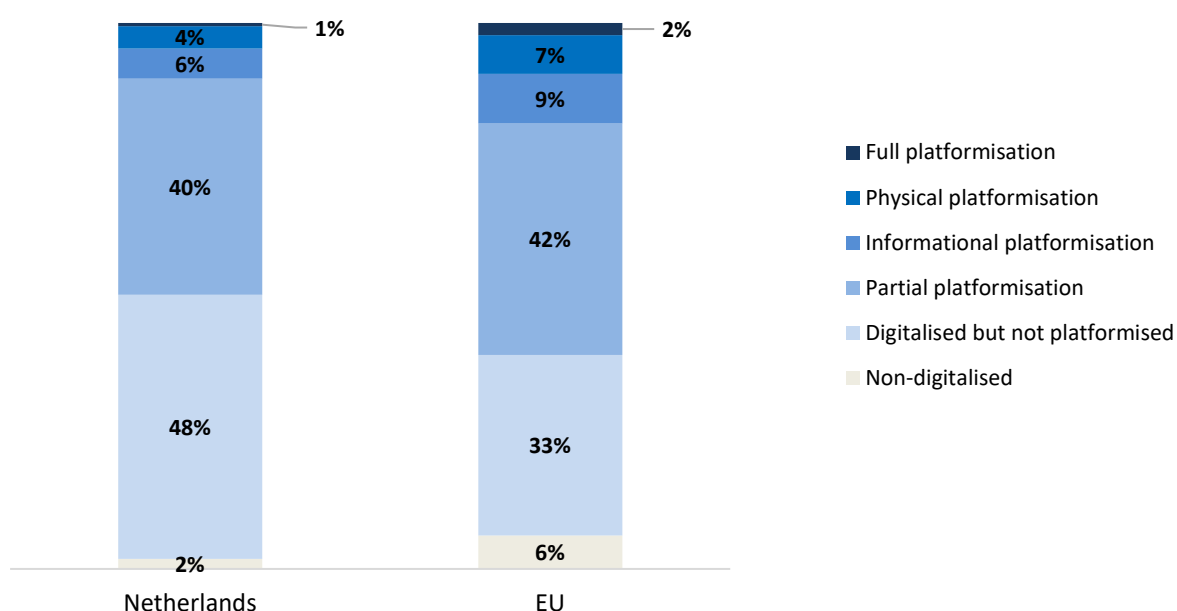


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 181 illustrates the prevalence of platformisation of work in **the Netherlands** and the EU as a whole. The level of platformisation in the Netherlands is lower than the EU average. Nearly half of Dutch workers (48%) are digitalised but not platformised. This, in line with the patterns mentioned above, suggests a working environment characterised by the autonomous use of digital technologies.

Figure 181. Share of workers subject to platformisation of work in the Netherlands and the EU

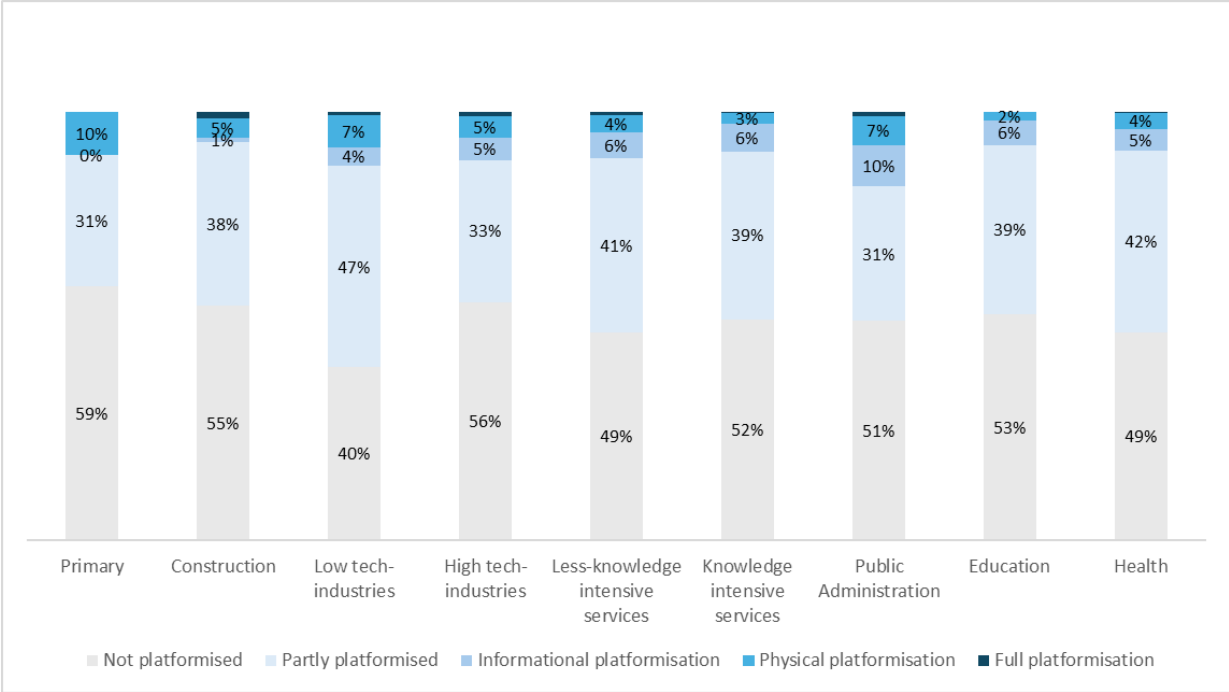


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 182 shows the prevalence of platformisation across sectors in **the Netherlands**, showing medium presence of different forms of partial platformisation (including physical and informational) across most sectors.

Figure 182. Platformisation of work by sector in the Netherlands and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

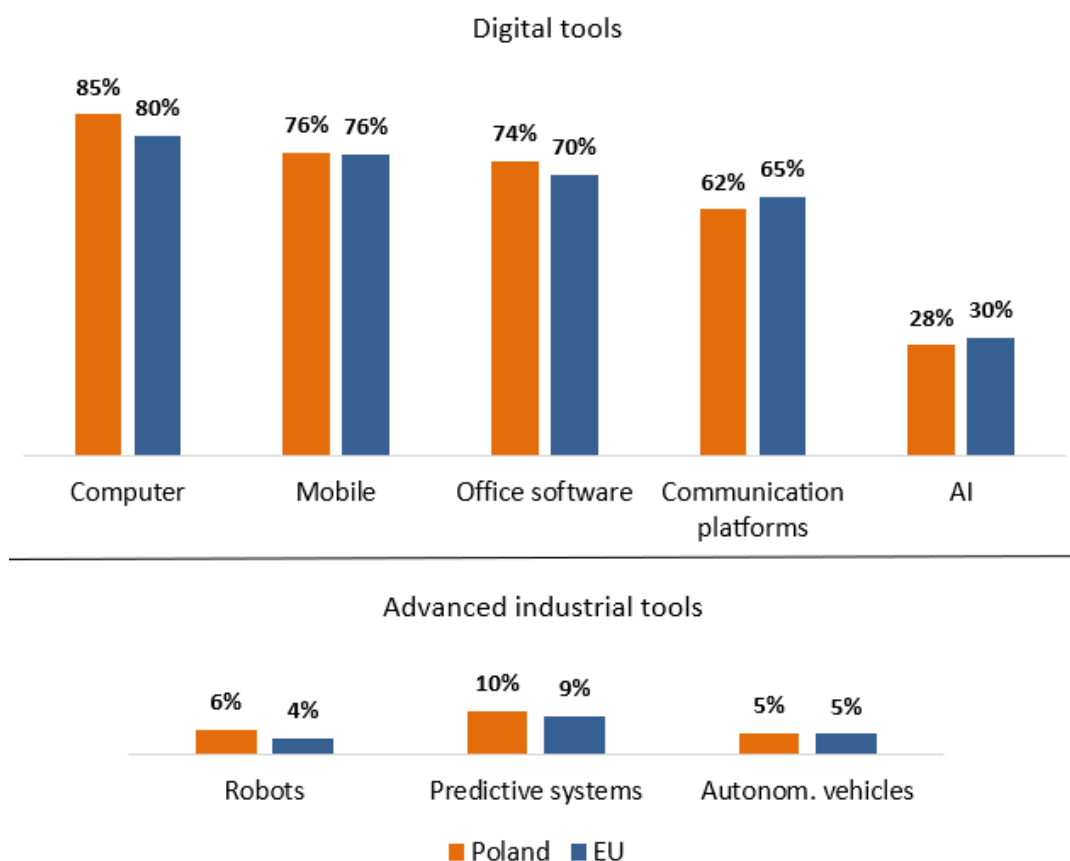
Source: AIM-WORK Survey (2025)

3.21. Poland

Use of digital tools

As shown in Figure 183, the use of digital tools in **Poland** is similar to the EU average. The share of workers using computers or office software is relatively higher, while the use of communication platforms and AI tools is slightly lower. The use of advanced industrial tools is also slightly higher in Poland than in the EU overall, which may be related to the relative importance of the industrial sector in the Polish economy.

Figure 183. Percentage of workers who have used digital devices at least once in the last 12 months in Poland and the EU



Source: AIM-WORK Survey (2025)

In **Poland**, 28% of workers reported having used AI for work-related purposes in the last 12 months, which is below the EU average. The intensity of use is also lower than the EU average, while respondents' perceptions of the impact of AI are more positive than in the EU as a whole.

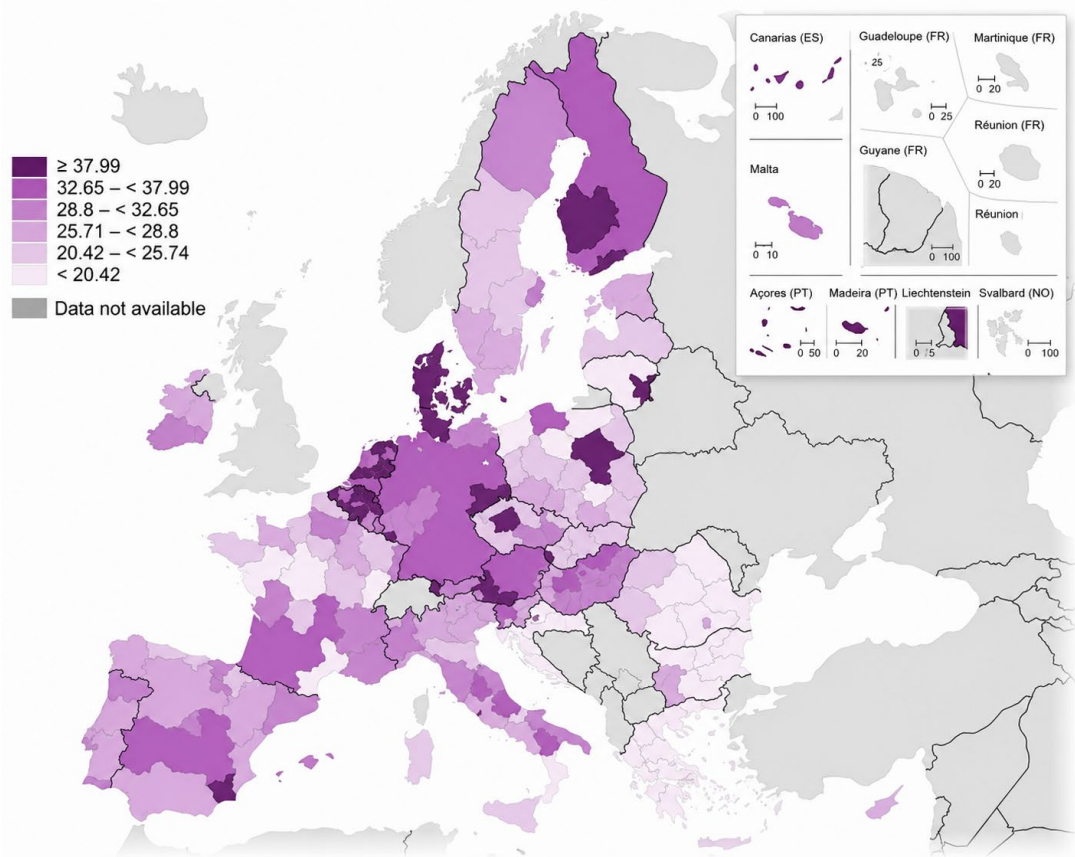
Figure 184. Use of AI at work in Poland and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Poland	28%	17%	14%	3.33	0.85
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 185 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Poland** the highest levels of Artificial Intelligence adoption are concentrated in the regions surrounding Warsaw, the capital.

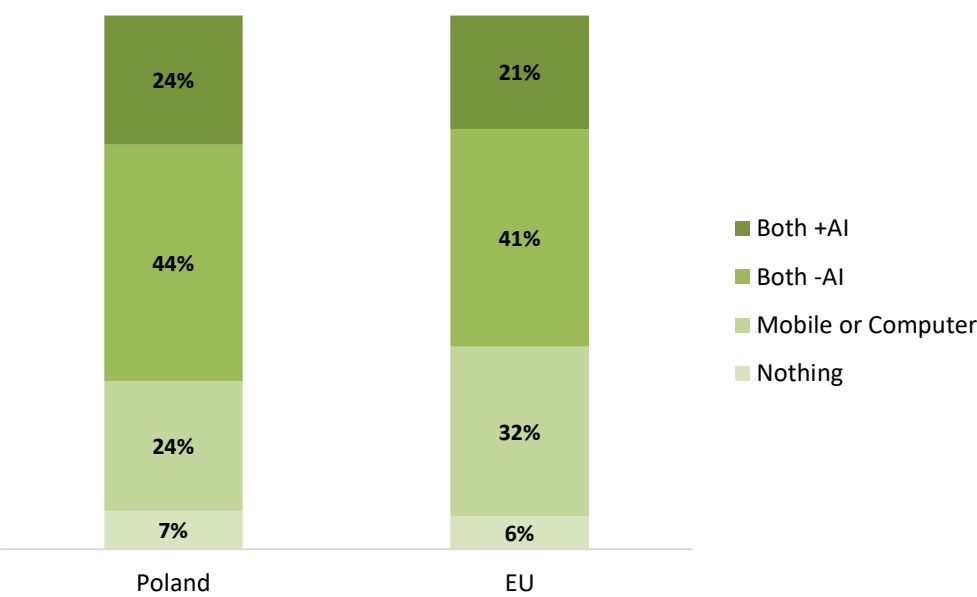
Figure 185. AI usage at work across regions in Poland and the EU



Source: AIM-WORK Survey (2025)

The **Polish** labour market is more digitalised than the European average. Although the share of workers who do not use any digital device is slightly higher than in the EU as a whole, the proportion of workers who have integrated AI into their work in combination with computers and mobile devices and those who use more than one type of digital device is also higher.

Figure 186. Percentage of workers by digital devices used at work in Poland and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared with the EU average, **Poland** presents higher levels of digital monitoring across all dimensions. Physical monitoring is particularly high. Given that its level of digitalisation is similar to the EU overall, this much more frequent use of digital tools for work monitoring may be linked to institutional factors, business culture or specific sectoral characteristics.

Figure 187. Share of workers subject to digital monitoring in Poland and the EU, by monitoring type

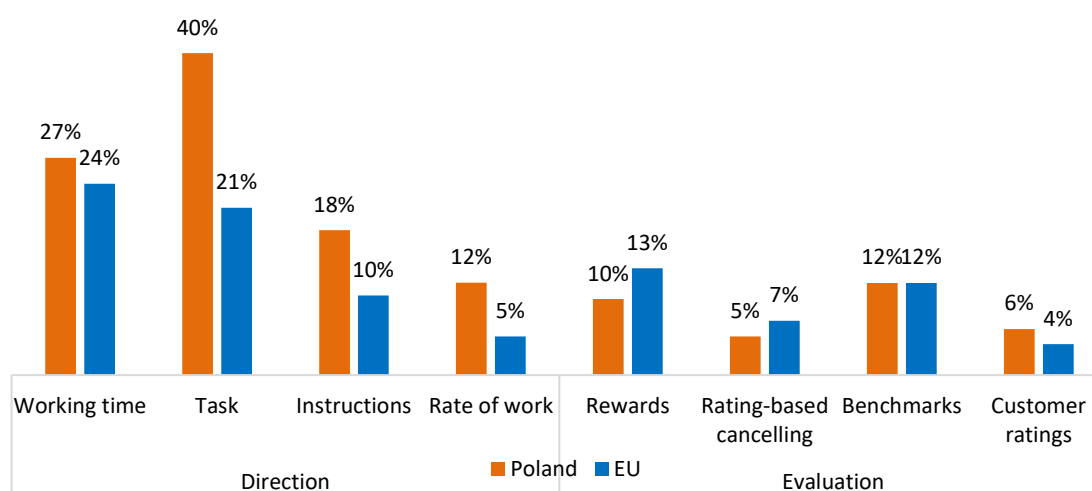
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Poland	37%	41%	10%	19%	23%	8%	39%	18%	14%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management is more prevalent in **Poland** than in the EU as a whole, both in task direction and performance evaluation. This supports the idea that digital tools in Poland are not limited to supervising work but are also employed to monitor, manage, and assess results, resulting in a highly controlled work environment through new technologies.

Figure 188. Share of workers subject to algorithmic management in Poland and the EU

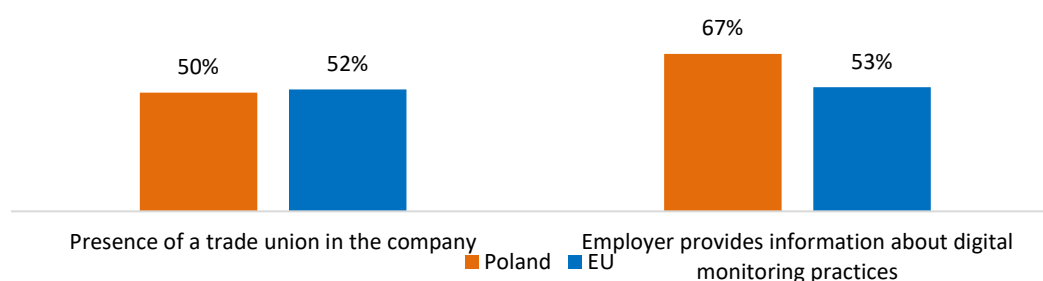


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 189 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Poland** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 189. Employer information on digital monitoring and trade union presence in Poland and the EU

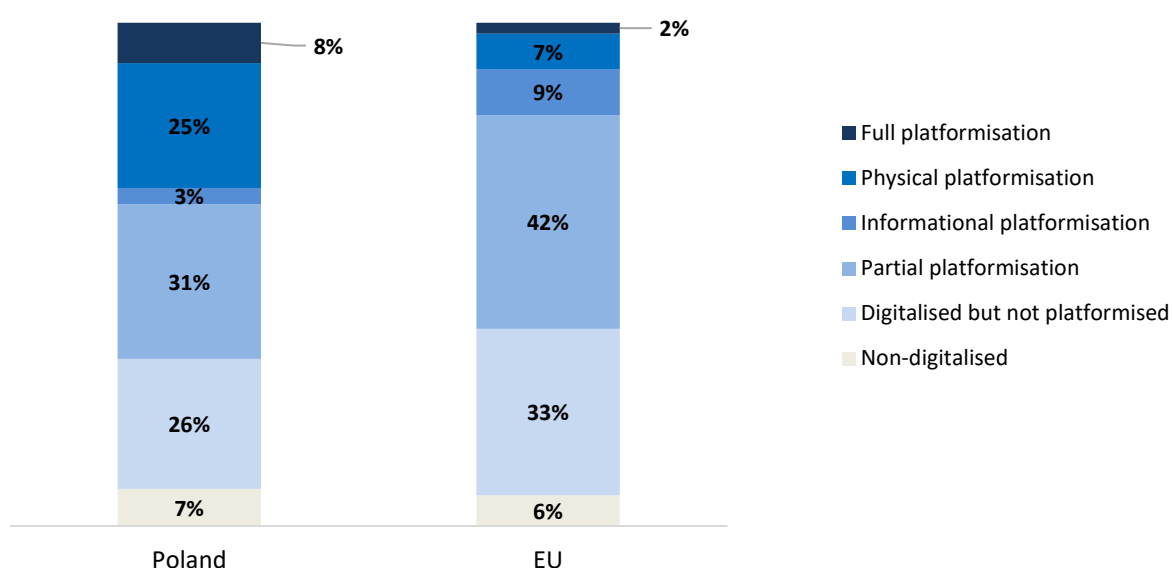


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 190 illustrates the prevalence of platformisation of work in **Poland** and the EU as a whole. The prevalence of platformisation in the Polish labour market is higher than the EU average. In particular, physical platformisation is notably high, which may be linked to the importance of the industrial sector in Poland and its specific structural characteristics. Full platformisation is very high too.

Figure 190. Share of workers subject to platformisation of work in Poland and the EU

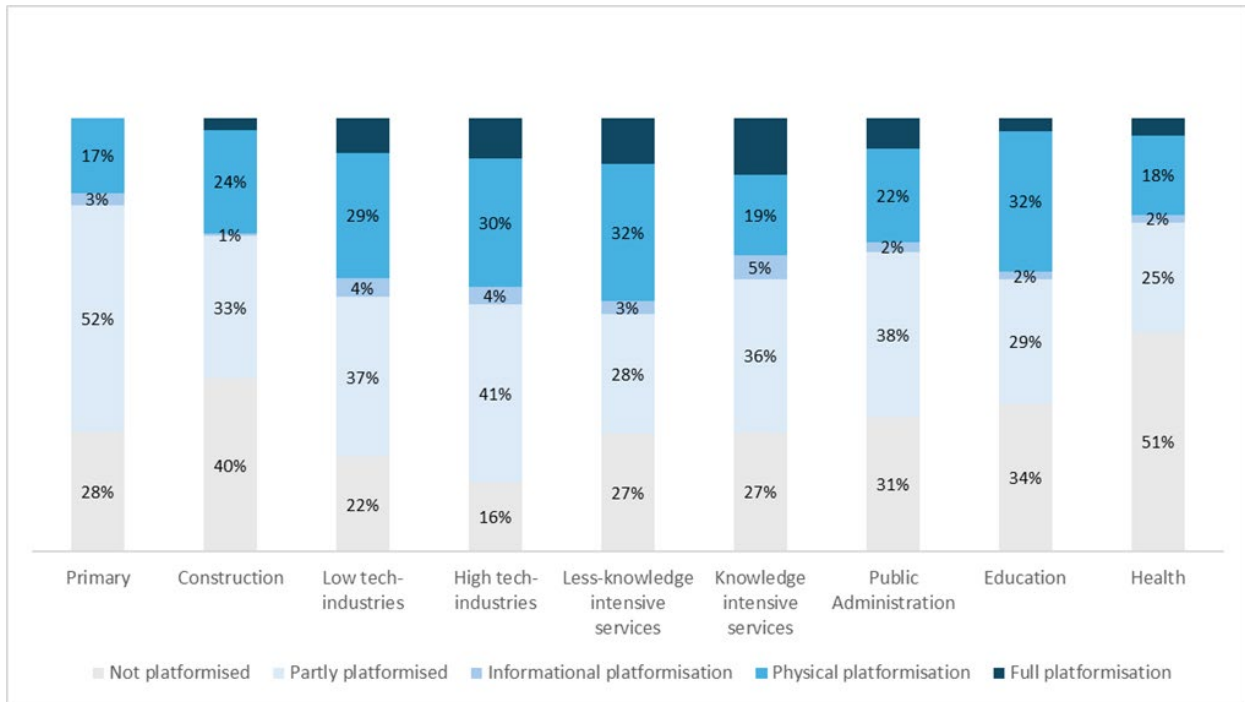


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 191 shows the prevalence of platformisation across sectors in **Poland**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of health, primary and construction. High-technology industries are significantly platformised in the Polish case.

Figure 191. Platformisation of work by sector in Poland and the EU.



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

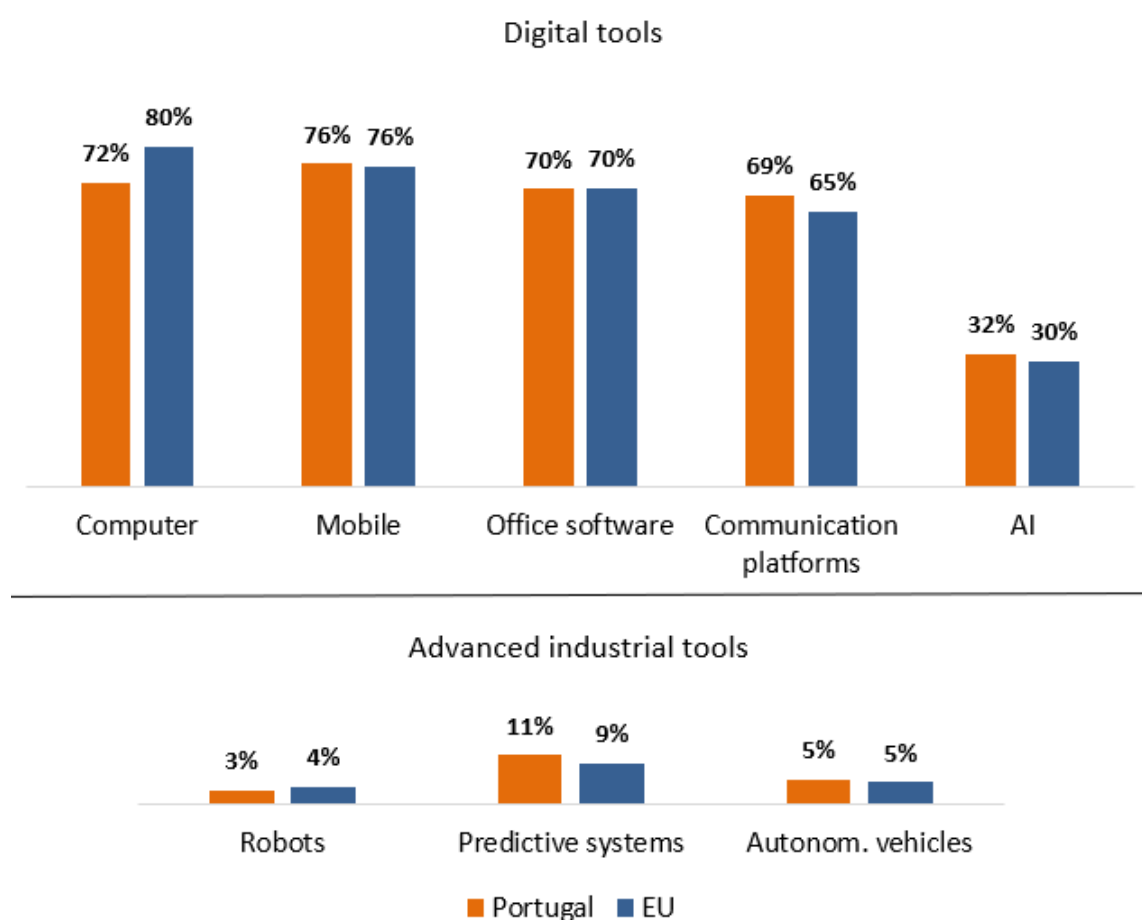
Source: AIM-WORK Survey (2025)

3.22. Portugal

Use of digital tools

As shown in Figure 192, the use of digital and advanced industrial tools in **Portugal** is similar to the EU average, except for a lower use of computers and a slightly higher use of communication platforms, Artificial Intelligence and predictive systems.

Figure 192. Percentage of workers who have used digital devices at least once in the last 12 months in Portugal and the EU



Source: AIM-WORK Survey (2025)

In **Portugal** 32% of workers reported having used AI for work-related purposes in the last 12 months. Intensity of use is higher than the EU average, while the perception of respondents about the impact of AI is slightly more negative than for the EU as a whole.

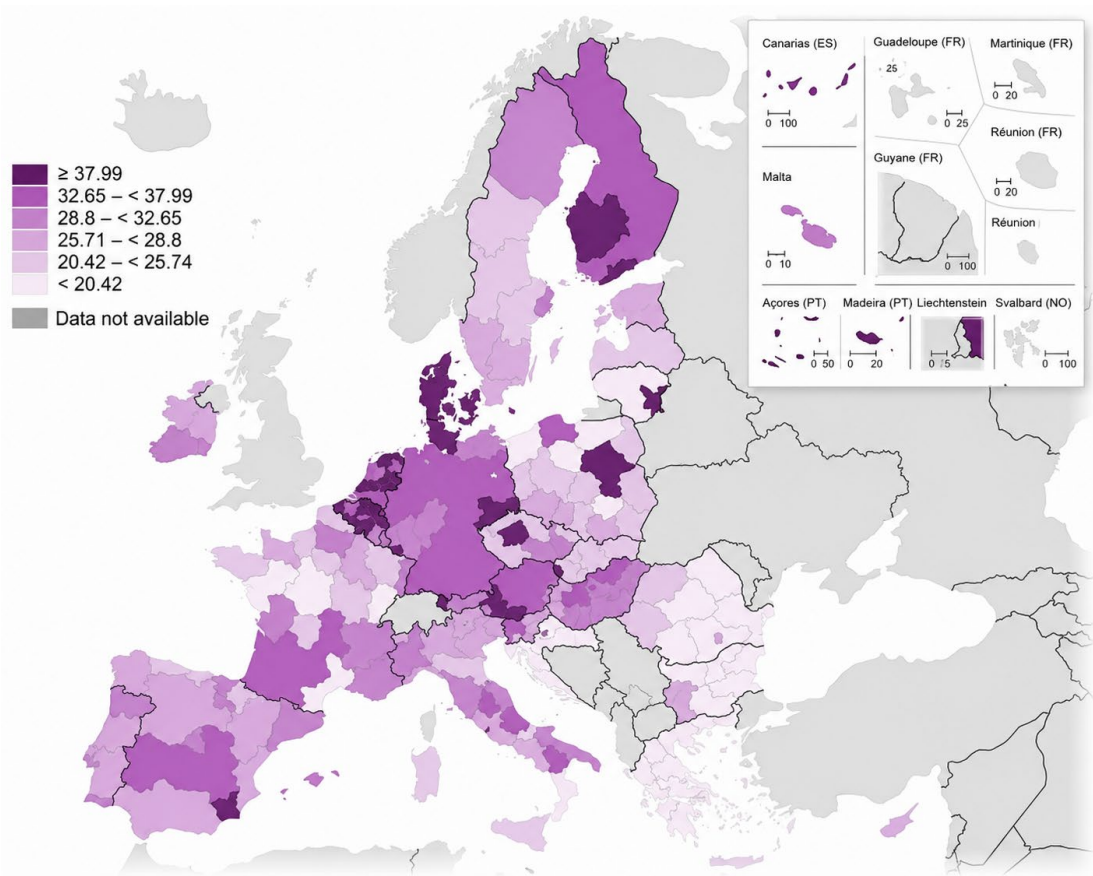
Figure 193. Use of AI at work in Portugal and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Portugal	32%	23%	18%	3.32	0.63
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 194 illustrates the geography of AI usage in the EU according to AIM-WORK data. There are not big differences across regions in **Portugal**.

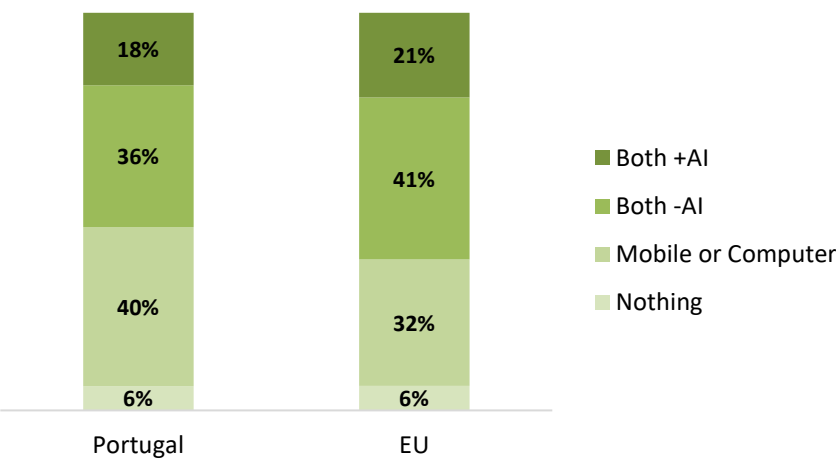
Figure 194. AI usage at work across regions in Portugal and the EU



Source: AIM-WORK Survey (2025)

The **Portuguese** labour market is overall similarly digitalised than the European average. On the one hand, there is a lower degree of AI adoption in combination with computers and mobile devices, pointing to less sophisticated digital tool usage, but on the other, there is a significantly higher proportion of workers who use only one type of digital device (either a computer or a mobile device, but not both).

Figure 195. Percentage of workers by digital devices used at work in Portugal and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Portugal follows similar patterns to the rest of Europe regarding the monitoring of activity on digital devices, but stands out for its notably higher levels of time tracking: nearly half of Portuguese workers have their time monitored in some form. In contrast, digital monitoring of physical activity is slightly less common than the European average. This suggests that the use of digital tools in Portugal is focused more on monitoring attendance at work than on the strict supervision of tasks performed.

Figure 196. Share of workers subject to digital monitoring in Portugal and the EU, by monitoring type

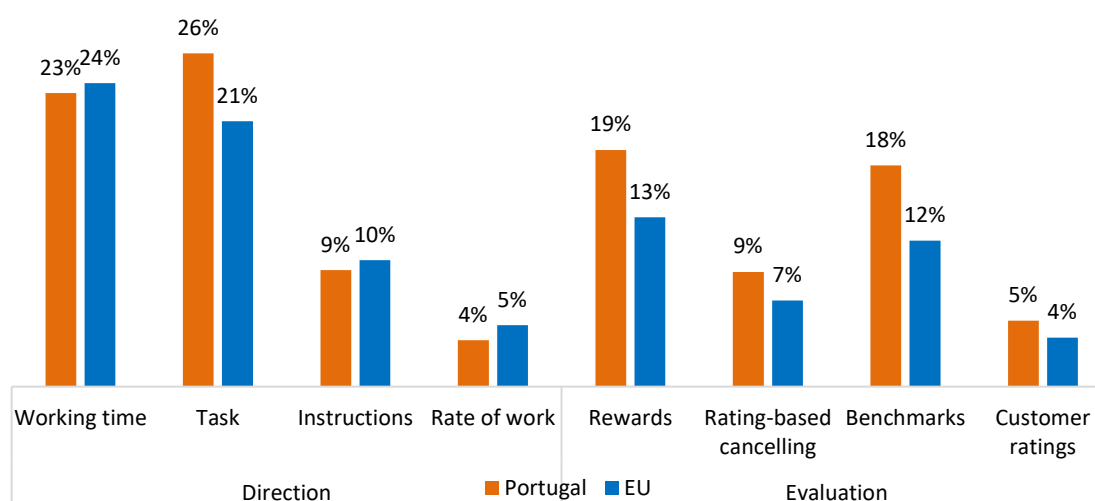
	Time		Activity						Physical								
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors								
Portugal	45%	39%		10%		15%		15%		9%		8%		5%		2%	
EU	37%	36%		11%		12%		14%		7%		14%		8%		4%	

Source: AIM-WORK Survey (2025)

Algorithmic Management

As far as algorithmic direction is concerned, **Portugal** stands slightly below the EU average except in automated task allocation. Algorithmic evaluation is clearly more prevalent in Portugal than in the EU as a whole. This latter aspect could be linked to the importance of the services sector in Portugal — particularly industries such as tourism — where automated evaluation is facilitated through customer feedback.

Figure 197. Share of workers subject to algorithmic management in Portugal and the EU

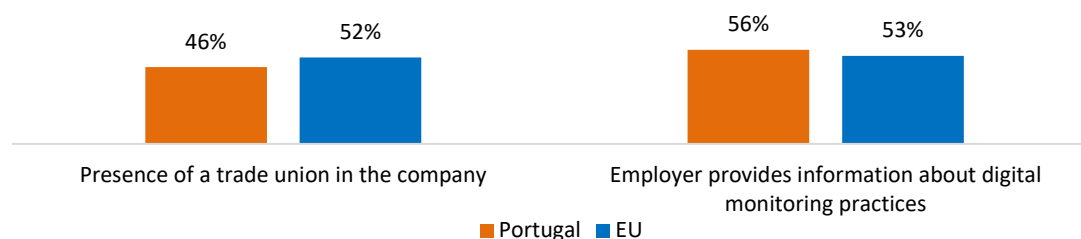


Source: AIM-WORK Survey (2025).

Employer information on digital monitoring and trade union presence

Figure 198 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Portugal** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 198. Employer information on digital monitoring and trade union presence in Portugal and the EU

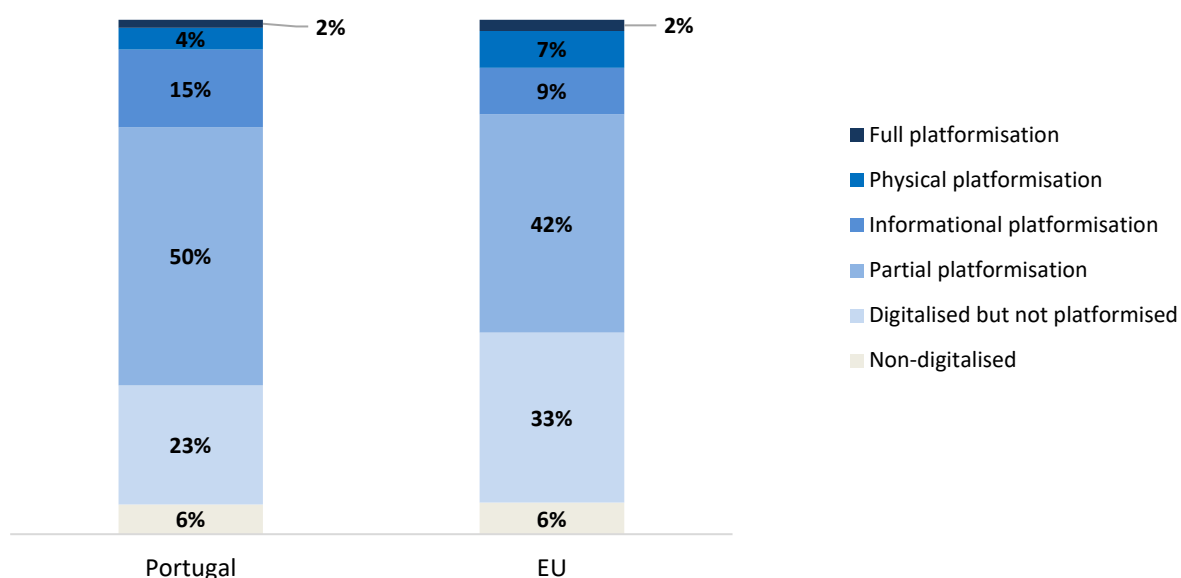


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 199 illustrates the prevalence of platformisation of work in **Portugal** and the EU as a whole. The prevalence of platformisation in Portugal is higher than the EU average. Around three out of four workers in the country are subject to some form of platformisation, and informational platformisation is notably more prevalent than in the EU overall.

Figure 199. Share of workers subject to platformisation of work in Portugal and the EU

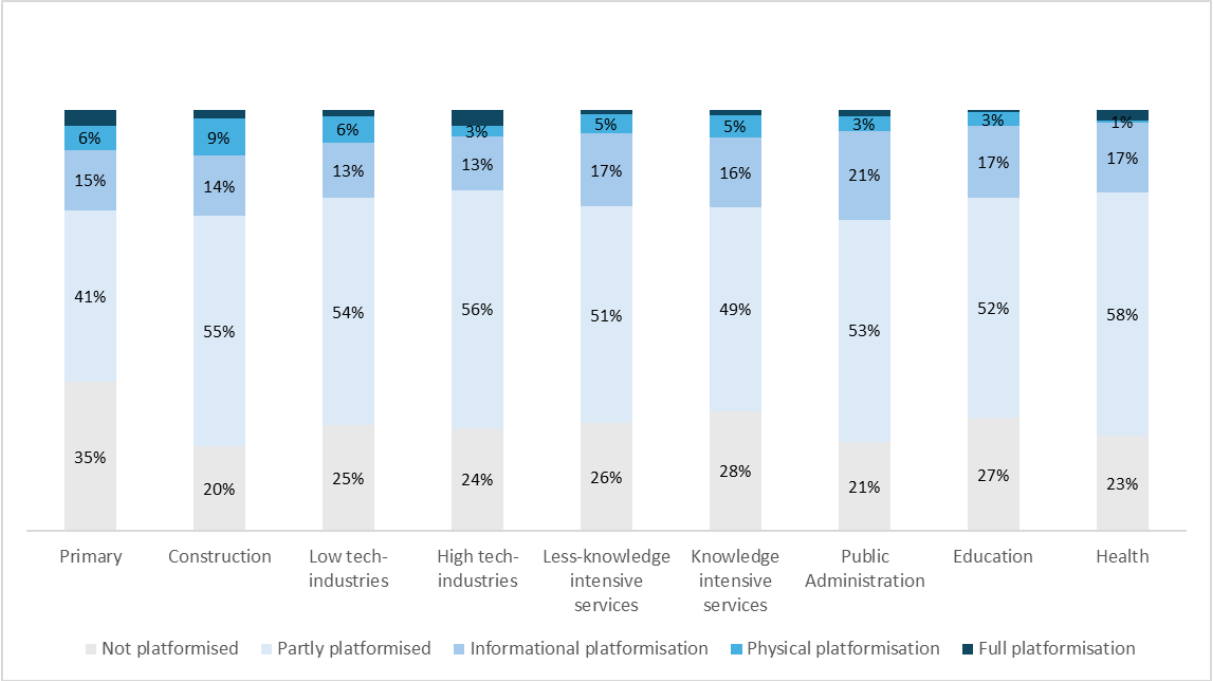


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 200 shows the prevalence of platformisation across sectors in **Portugal**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of primary.

Figure 200. Platformisation of work by sector in Portugal and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

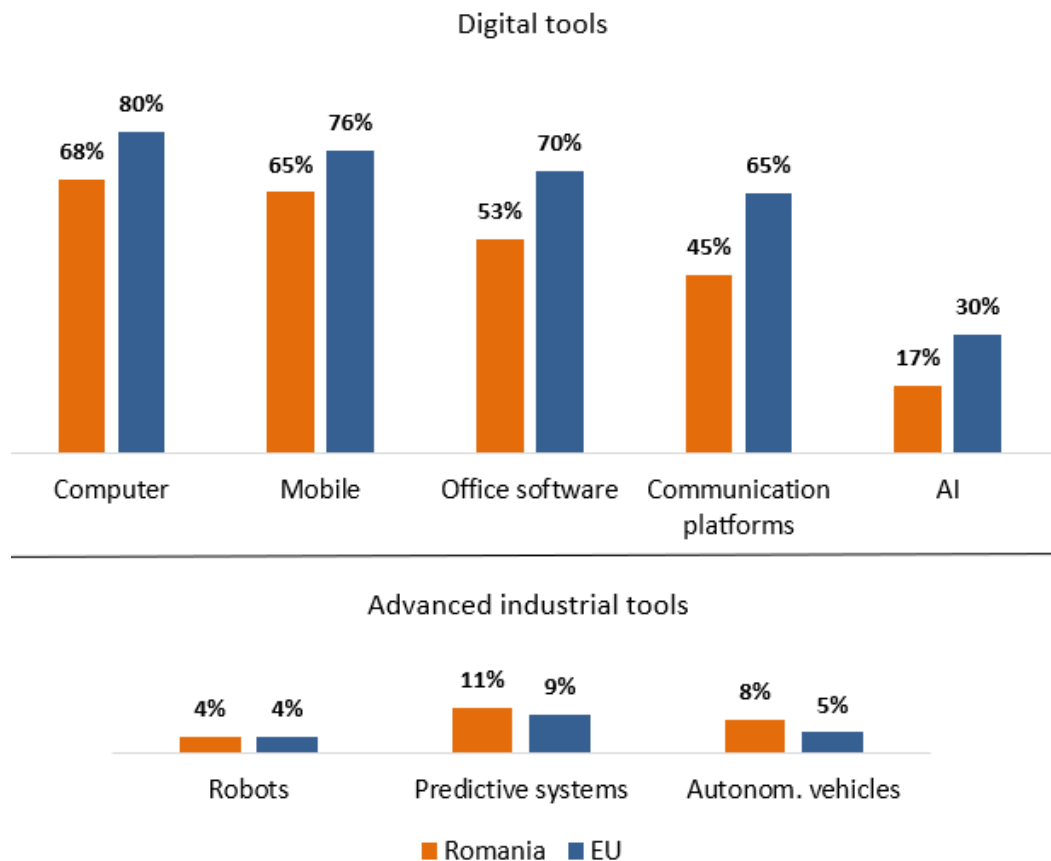
Source: AIM-WORK Survey (2025)

3.23. Romania

Use of digital tools

The use of digital tools in **Romania** is significantly lower than the EU average. This may reflect structural challenges in the digital transformation of the Romanian labour market and the sectoral composition of the economy. However, the use of advanced industrial tools is slightly higher in Romania than in the EU overall, which may be related to the relative importance of the industrial sector in the Romanian economy.

Figure 201. Percentage of workers who have used digital devices at least once in the last 12 months in Romania and the EU



Source: AIM-WORK Survey (2025)

In **Romania**, 17% of workers reported having used AI for work-related purposes in the last 12 months, which is well below the EU average. The intensity of use is also lower than the EU average, while respondents' perceptions of the impact of AI are more positive than in the EU as a whole.

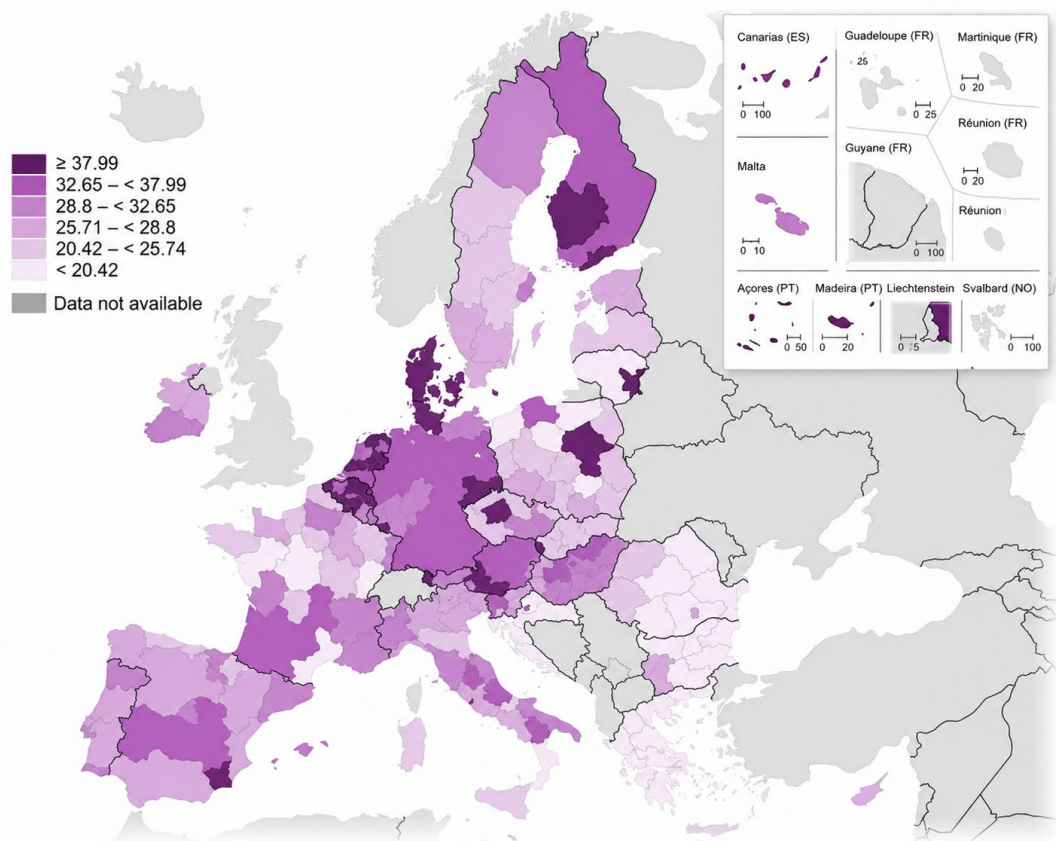
Figure 202. Use of AI at work in Romania and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Romania	17%	11%	9%	3.39	0.89
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 203 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Romania**, the highest levels of Artificial Intelligence adoption are generally low, while concentrated in the north-east of the country.

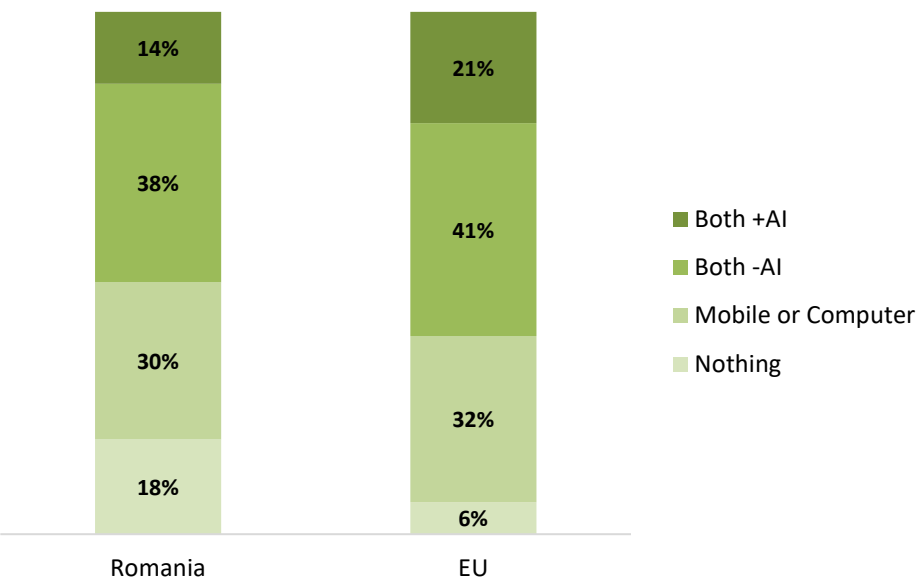
Figure 203. AI usage at work across regions in Romania and the EU



Source: AIM-WORK Survey (2025)

The **Romanian** labour market is less digitalised than the European average. Almost one in five Romanian workers does not use any digital device. While the share of workers using a single digital device is similar to the EU average, it is notably lower when it comes to highly digitalised workers — those using multiple devices, or multiple devices combined with AI.

Figure 204. Percentage of workers by digital devices used at work in Romania and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Despite the low level of digitalisation of the workplace, digital monitoring is very high in **Romania**. Time monitoring is around the EU average, but physical monitoring is well above. Particularly relevant is the large gap in CCTV monitoring: half of Romanian workers are subject to this type of control. The other forms of physical and activity monitoring also tend to be above the average. In general, the prevalence of the most intense forms of monitoring is above the average, suggesting a strictly supervised working environment.

Figure 205. Share of workers subject to digital monitoring in Romania and the EU, by monitoring type

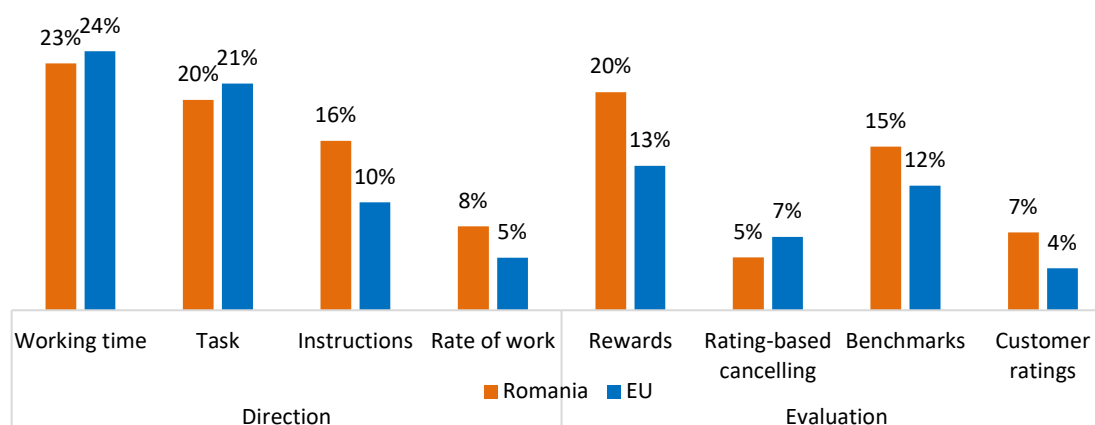
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Romania	35%	29%	16%	14%	22%	7%	50%	19%	11%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management is more prevalent in **Romania** than in the EU as a whole, both in algorithmic direction and performance evaluation. This supports the idea that digital tools in Romania are not limited to supervising work but are also employed to monitor, manage, and assess results, resulting in a highly controlled work environment through new technologies. Considering that Romania has a less digitalised labour market compared to the EU average — with a significant share of workers not using digital tools — this suggests a certain asymmetry in the use of new technologies. Rather than being used autonomously by workers, digital tools are more often applied as instruments of control and management.

Figure 206. Share of workers subject to algorithmic management in Romania and the EU



Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 207 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Romania** is below the EU average in terms of trade union representation, but it is above regarding the provision of information about digital monitoring practices by employers.

Figure 207. Employer information on digital monitoring and trade union presence in Romania and the EU

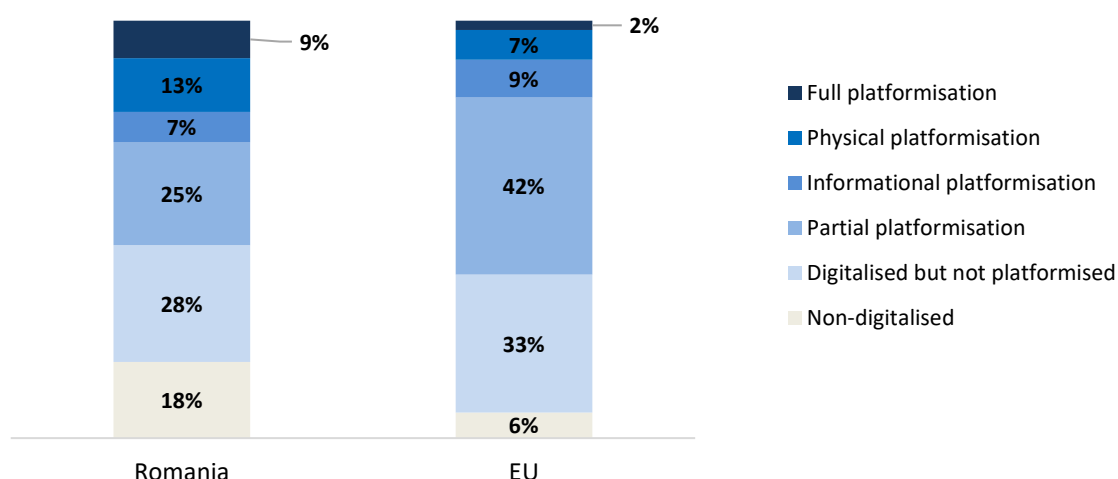


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 208 illustrates the prevalence of platformisation of work in **Romania** and the EU as a whole. Platformisation dynamics in the Romanian labour market are more intense than the EU average. In particular, both full and physical platformisation are notably high. There is a clear polarisation regarding the use of digital tools: one in five Romanian workers do not use them at all. However, among digitalised workers, Romania clearly exceeds the European average in some of the most intense forms of platformisation. This points to a significant asymmetry in the use of new technologies in the Romanian labour market, where workers tend either to remain outside digitalisation or to be integrated into platform-based forms of employment.

Figure 208. Share of workers subject to platformisation of work in Romania and the EU

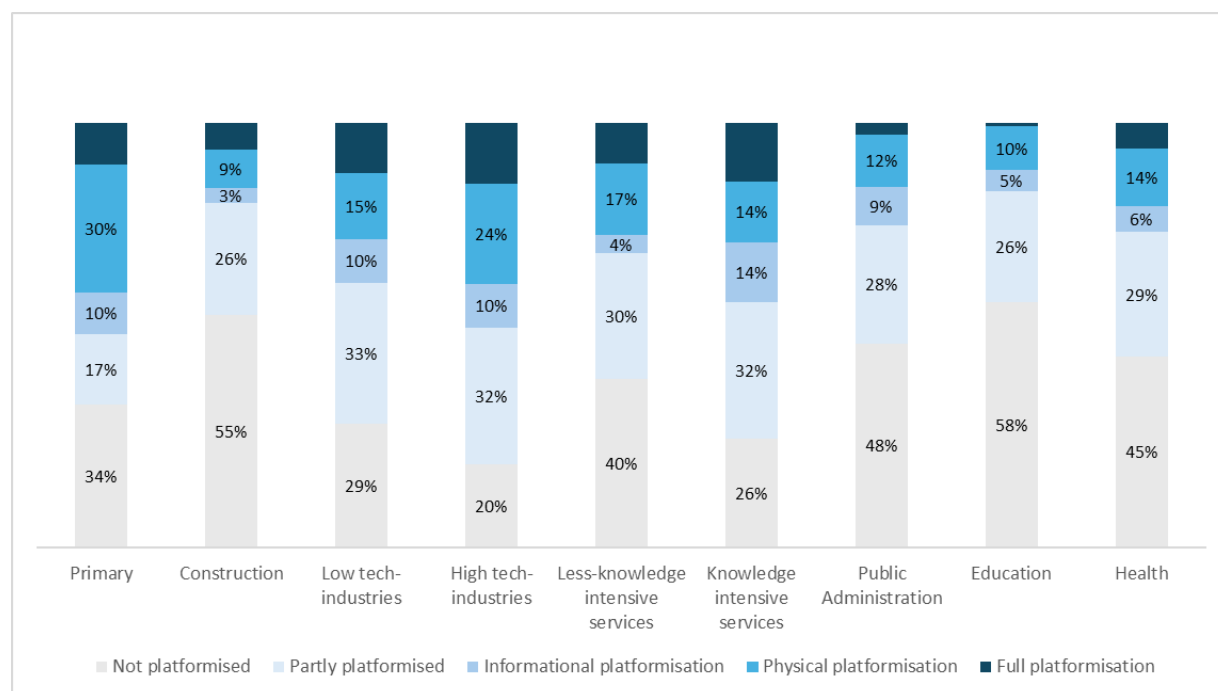


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 209 shows the prevalence of platformisation across sectors in **Romania**, showing low presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of High-technology industries and Knowledge-intensive services, which are significantly platformised.

Figure 209. Platformisation of work by sector in Romania and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

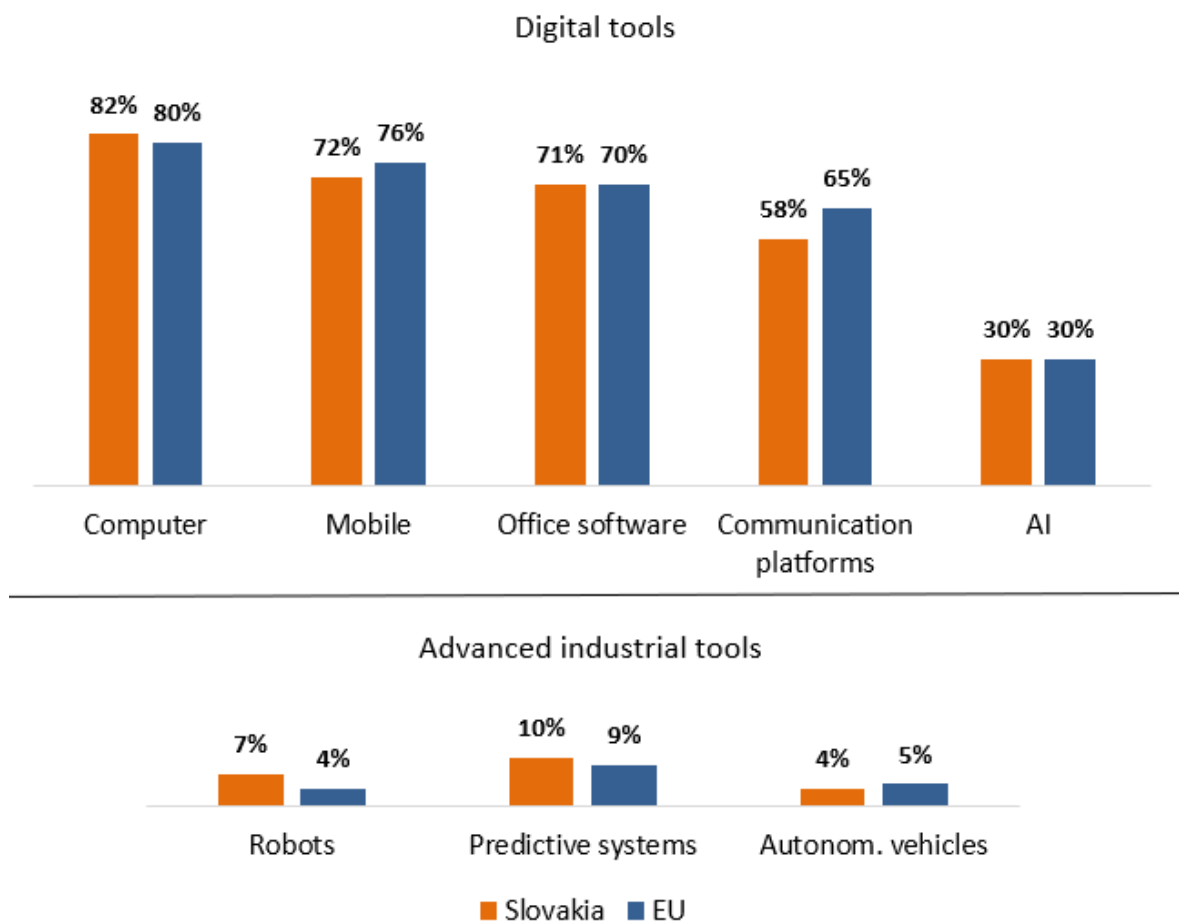
Source: AIM-WORK Survey (2025)

3.24. Slovakia

Use of digital tools

As shown in Figure 210, the use of digital tools in **Slovakia** is similar to the EU average, with the exception of the limited use of communication platforms. However, the use of advanced industrial tools—specifically robots and predictive systems—is higher, suggesting a more developed industrial R&D sector.

Figure 210. Percentage of workers who have used digital devices at least once in the last 12 months in Slovakia and the EU



Source: AIM-WORK Survey (2025)

In **Slovakia**, 30% of workers reported having used AI for work-related purposes in the last 12 months, which is in line with the EU average. The intensity of use is lower than the EU average, while respondents' perceptions of the impact of AI are more positive than in the EU as a whole.

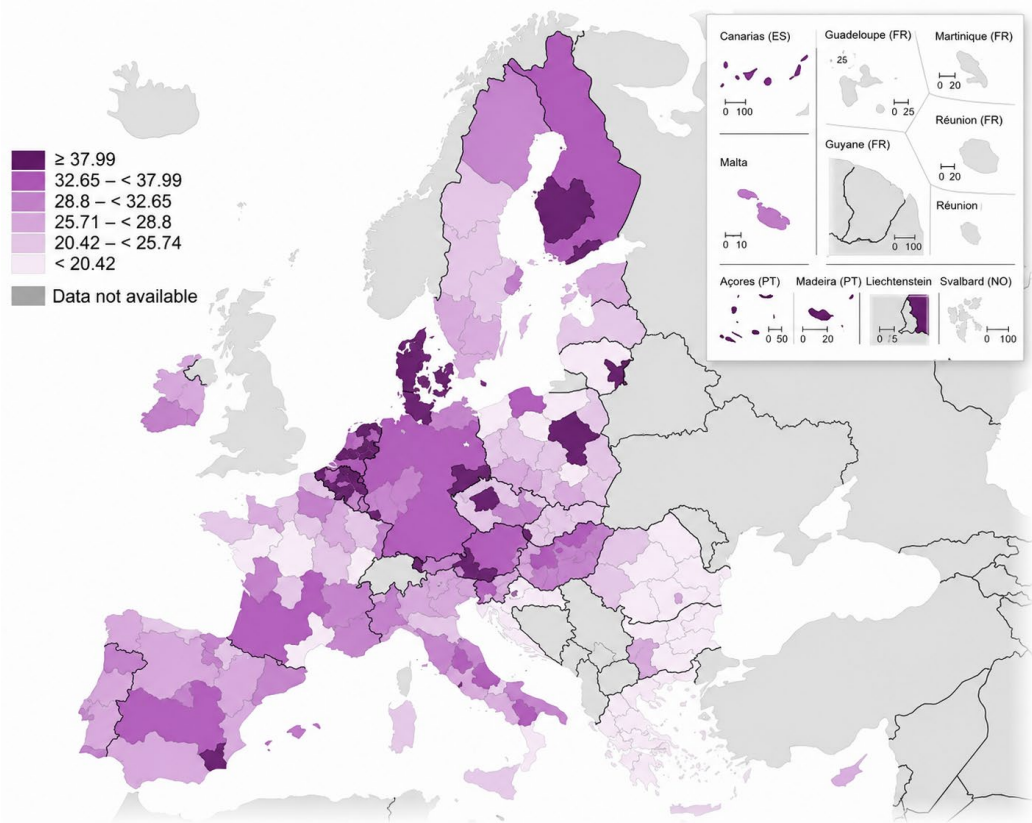
Figure 211. Use of AI at work in Slovakia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Slovakia	30%	17%	14%	3.20	0.85
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 212 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Slovakia** AI usage is particularly high in the Bratislava area, and generally low in the rest of the country.

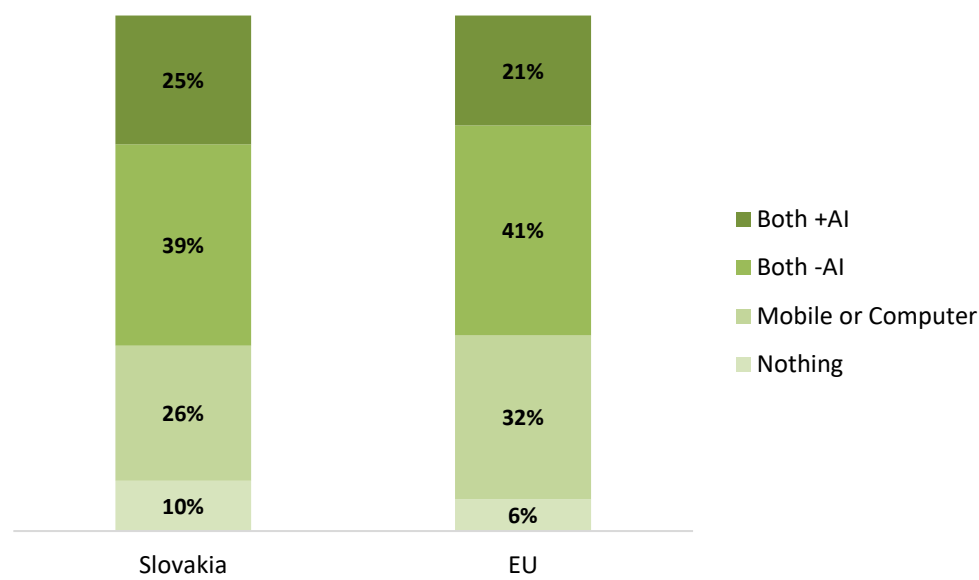
Figure 212. AI usage at work across regions in Slovakia and the EU



Source: AIM-WORK Survey (2025)

The **Slovak** labour market is similar to the European average in terms of digitalisation. However, it shows slightly higher levels of both AI adoption in combination with both computers and mobile tools and a greater proportion of non-digitalised workers, suggesting a certain polarisation in the use of digital tools compared to broader European trends.

Figure 213. Percentage of workers by digital devices used at work in Slovakia and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Compared with the EU average, **Slovakia** presents higher levels of digital monitoring across all dimensions. Given that its level of digitalisation is similar to the EU overall, this more significant use of digital tools for work may be linked to institutional factors, business culture or specific sectoral characteristics.

Figure 214. Share of workers subject to digital monitoring in Slovakia and the EU, by monitoring type

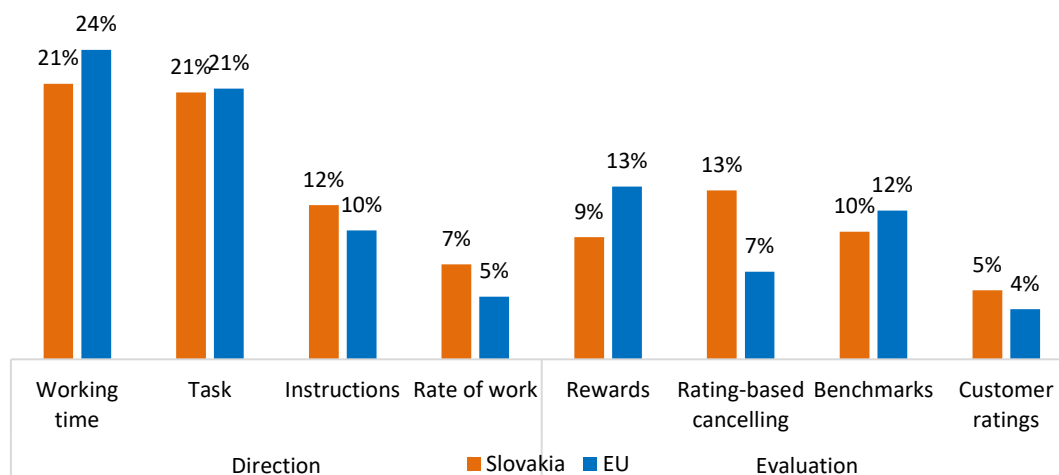
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Slovakia	48%	57%	14%	14%	20%	5%	30%	21%	12%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

While the use of algorithmic management for task direction in **Slovakia** is similar to the EU average, the use of algorithm-based performance evaluation through rating systems is slightly higher. However, no substantial differences are observed.

Figure 215. Share of workers subject to algorithmic management in Slovakia and the EU

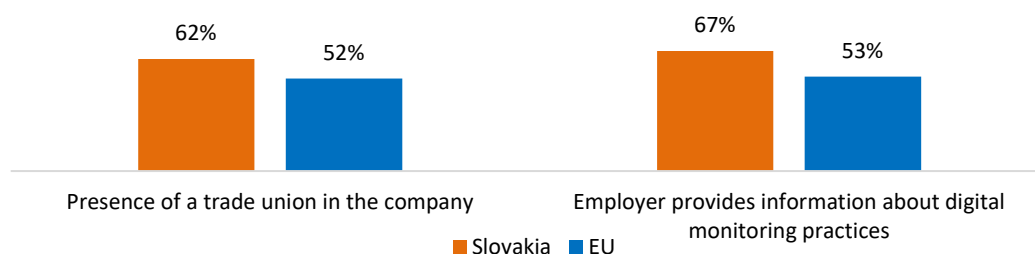


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 216 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Slovakia** is above the EU average in terms of both trade union representation and the provision of information about digital monitoring practices by employers.

Figure 216. Employer information on digital monitoring and trade union presence in Slovakia and the EU

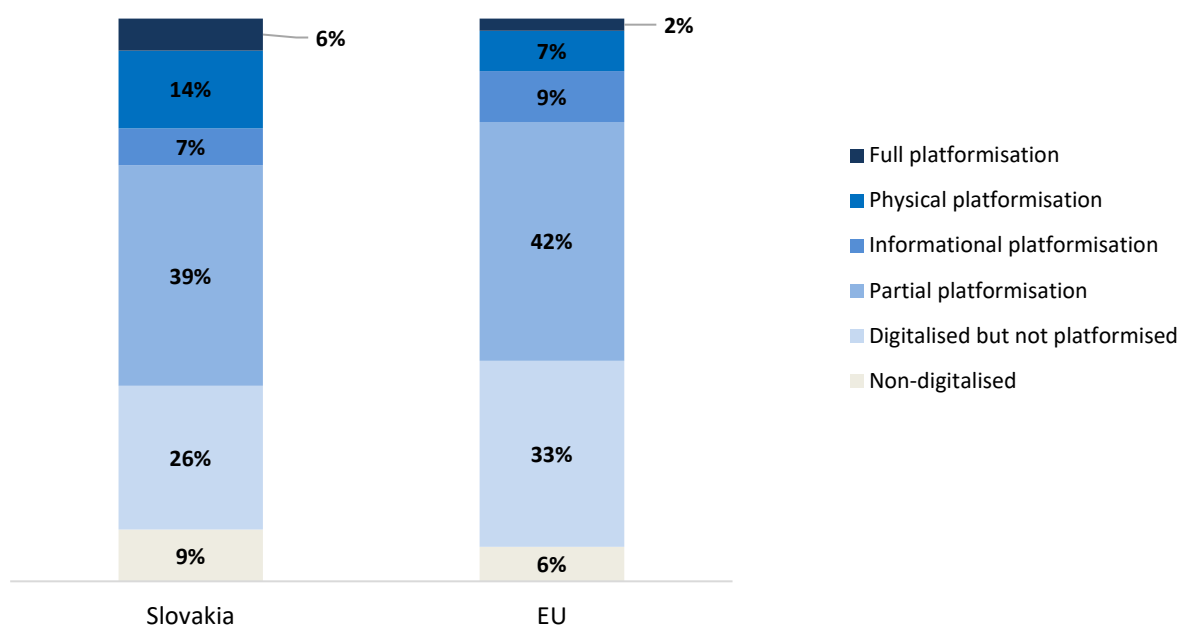


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 217 illustrates the prevalence of platformisation of work in **Slovakia** and the EU as a whole. Slovakia presents a higher prevalence of work platformisation than the EU average, particularly in the most intense forms, such as full and physical platformisation.

Figure 217. Share of workers subject to platformisation of work in Slovakia and the EU

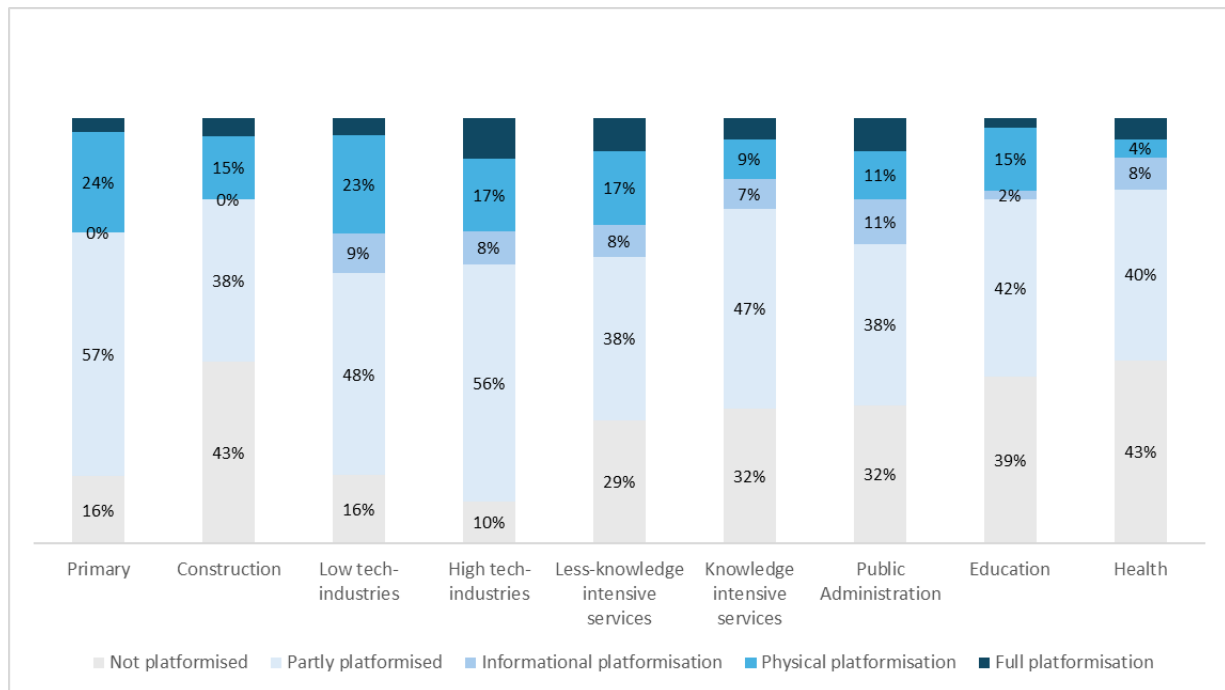


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 218 shows the prevalence of platformisation across sectors in **Slovakia**. High-technology industries are significantly platformised.

Figure 218. Platformisation of work by sector in Slovakia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

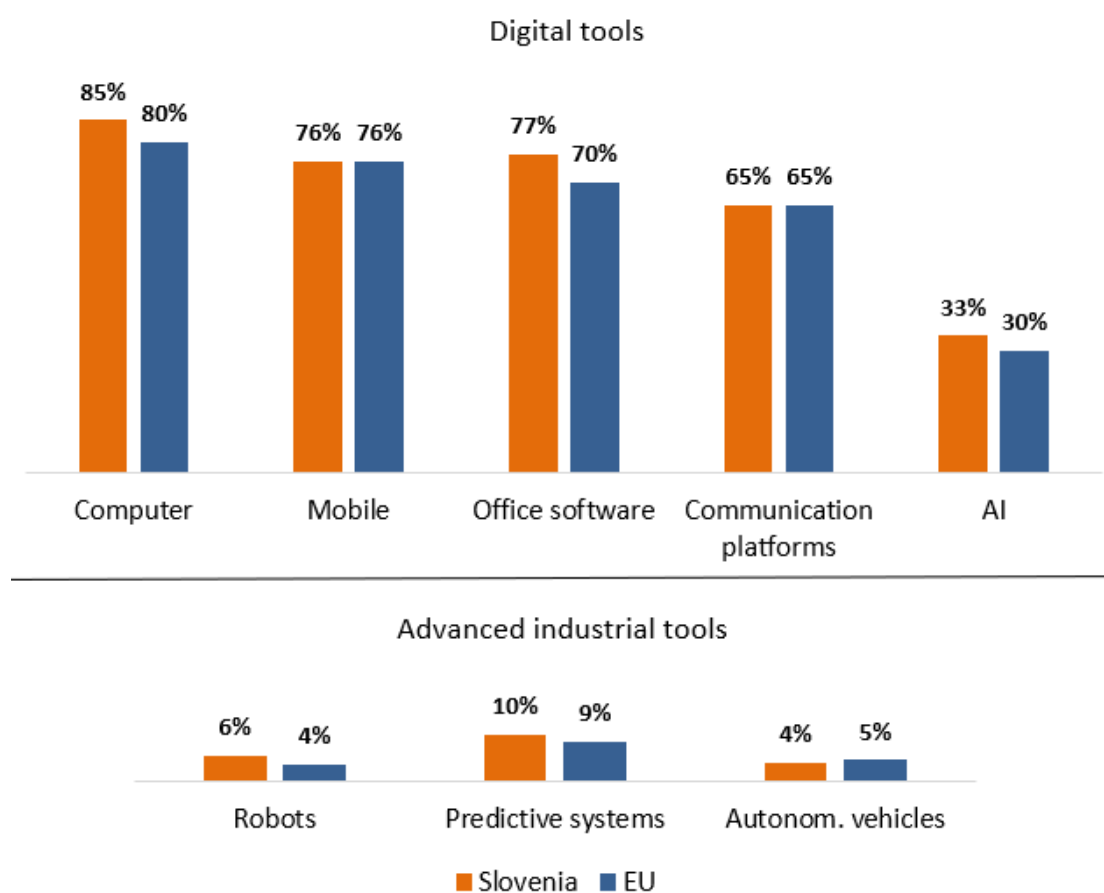
Source: AIM-WORK Survey (2025)

3.25. Slovenia

Use of digital tools

As shown in Figure 219, the use of digital and advanced industrial tools in **Slovenia** is higher than the EU average, particularly in the case of computer and office software.

Figure 219. Percentage of workers who have used digital devices at least once in the last 12 months in Slovenia and the EU



Source: AIM-WORK Survey (2025)

In **Slovenia**, 33% of workers reported having used AI for work-related purposes in the last 12 months, a figure higher than the EU average. The intensity of use is also higher than the EU average, and respondents’ perceptions of the impact of AI are more positive than those of the EU as a whole.

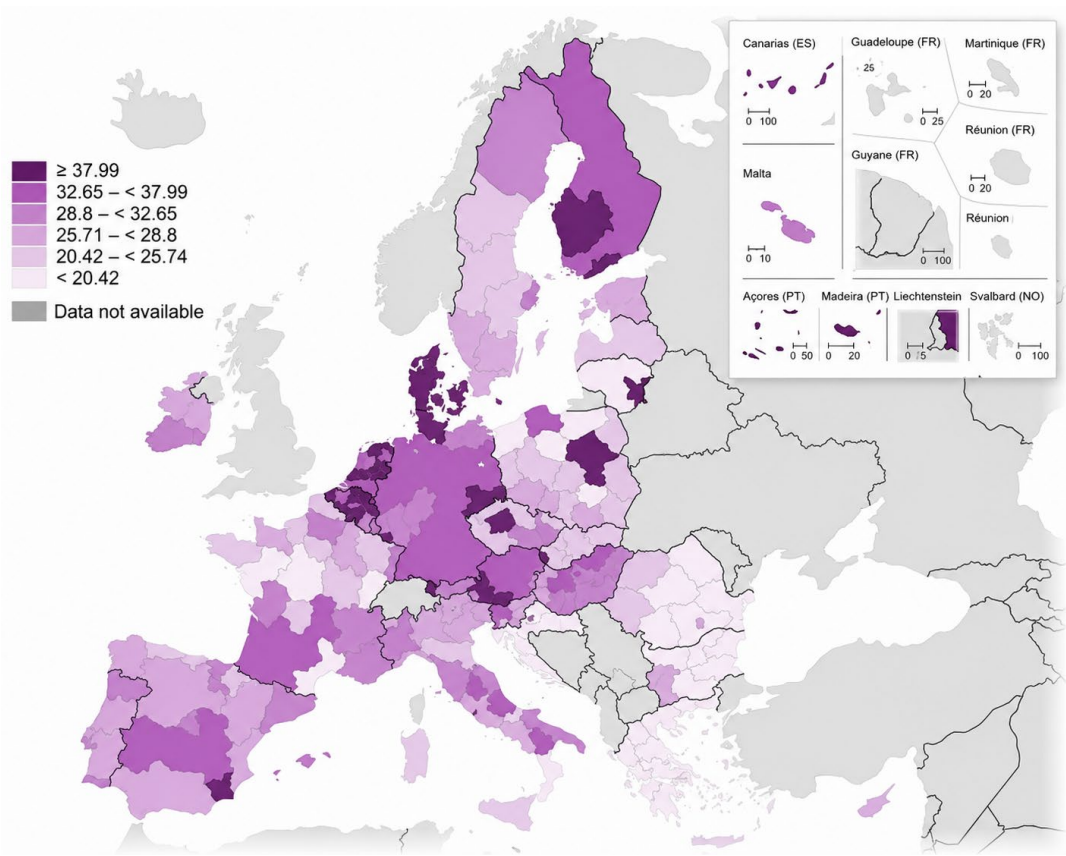
Figure 220. Use of AI at work in Slovenia and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Slovenia	33%	22%	17%	3.15	0.87
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 221 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Slovenia** AI usage is generally high.

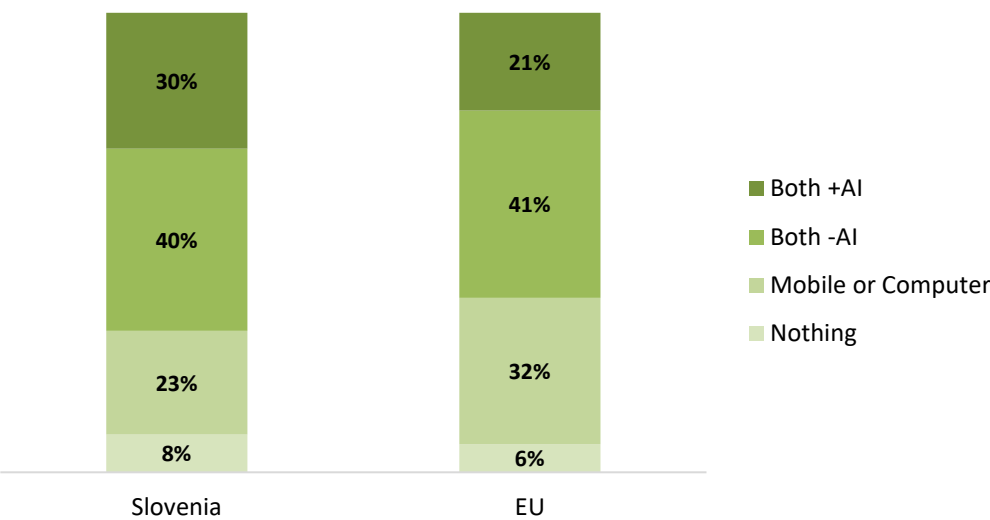
Figure 221. AI usage at work across regions in Slovenia and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 222, the prevalence of AI use in the **Slovenian** labour market is higher than the EU average. However, the share of workers who do not use any digital device is also slightly higher, which may reflect a certain degree of polarisation in the penetration of digital tools in the Slovenian labour market. Nonetheless, the most notable finding is the greater use of AI combined with both computers and mobile devices.

Figure 222. Percentage of workers by digital devices used at work in Slovenia and the EU



Source: AIM-WORK Survey (2025).

Digital Monitoring

Slovenia stands out for its notably higher levels of time monitoring compared with the EU average. Physical monitoring is slightly above the EU average, while activity monitoring tends to be around the average. This suggests that the use of digital tools in Slovenia is focused more on monitoring attendance at work than on the strict supervision of tasks performed.

Figure 223. Share of workers subject to digital monitoring in Slovenia and the EU, by monitoring type

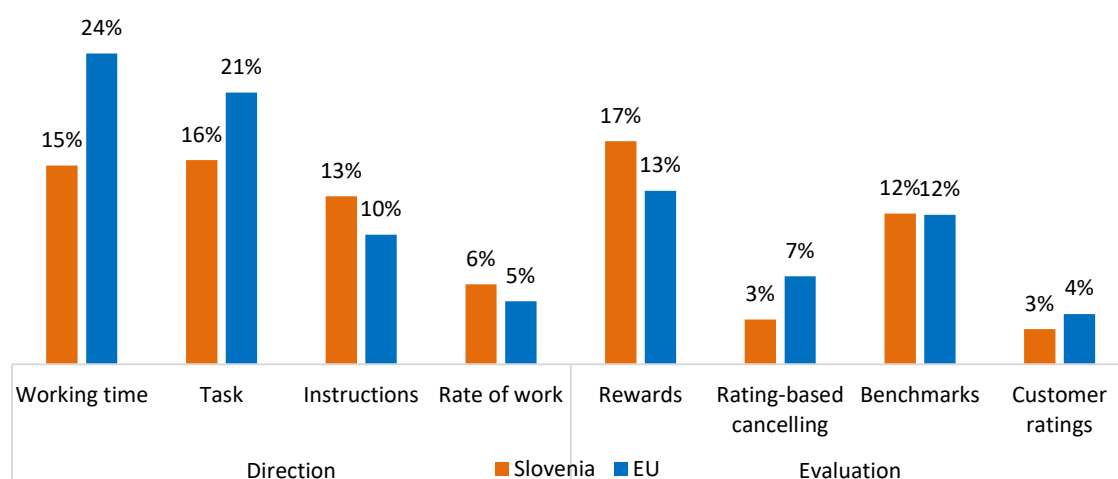
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Slovenia	57%	54%	10%	13%	12%	9%	15%	11%	7%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Slovenia follows a similar pattern to the EU average regarding performance evaluation at work, but scores lower in task direction mediated through algorithmic means. This reinforces the idea, mentioned earlier, that digital tools in Slovenia are used primarily to monitor attendance rather than to manage or direct work.

Figure 224. Share of workers subject to algorithmic management in Slovenia and the EU

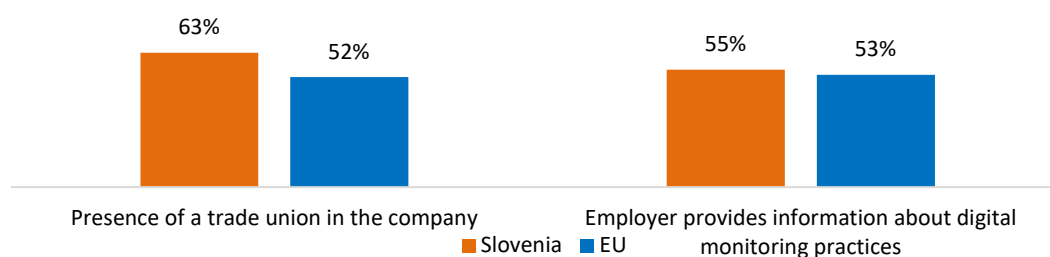


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 225 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Slovenia** is above the EU average in terms of trade union representation and regarding the provision of information about digital monitoring practices by employers.

Figure 225. Employer information on digital monitoring and trade union presence in Slovenia and the EU

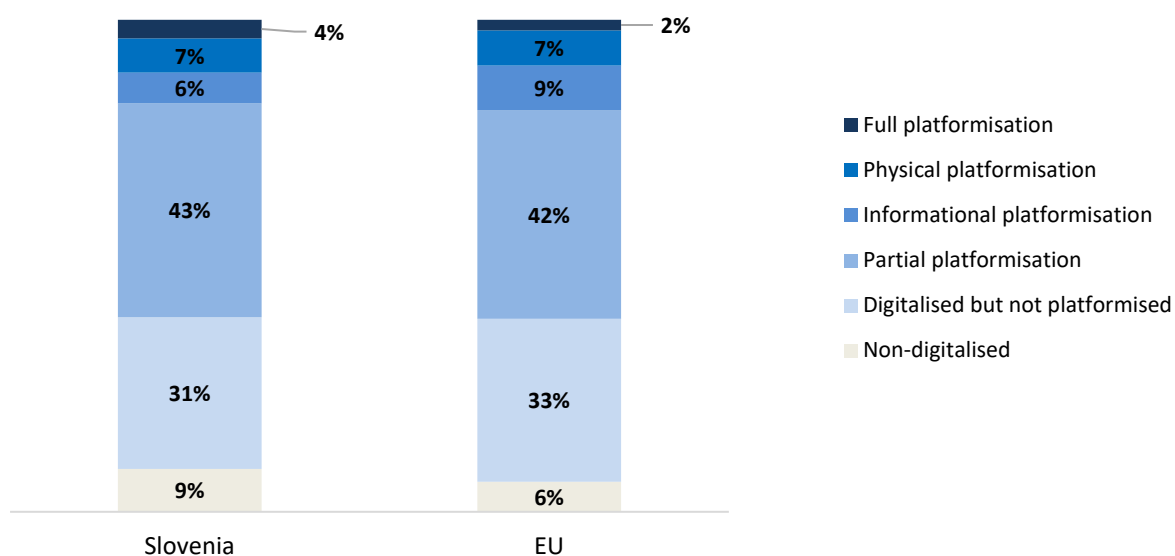


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 226 illustrates the prevalence of platformisation of work in **Slovenia** and the EU as a whole. The degree of platformisation in the Slovenian labour market is very similar to the EU average. Around three out of four workers in Slovenia are subject to some form of platformisation, with partial platformisation being the most common situation.

Figure 226. Share of workers subject to platformisation of work in Slovenia and the EU

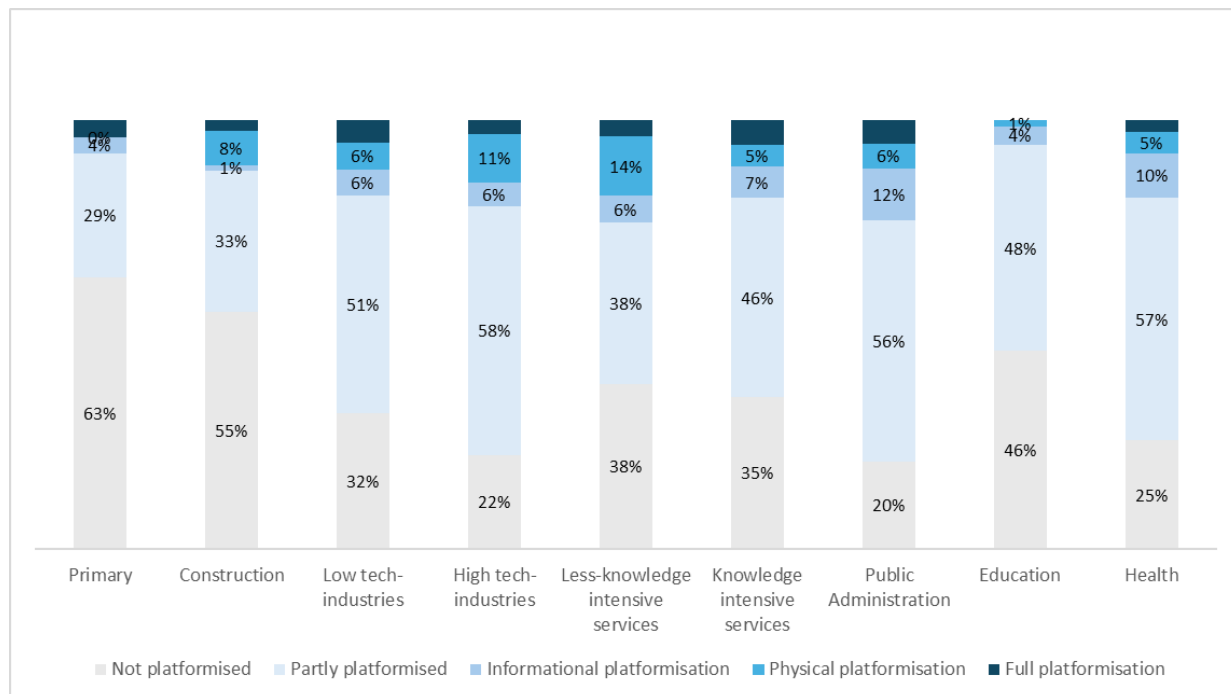


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 227 shows the prevalence of platformisation across sectors in **Slovenia**. Public administration and high-technologies industries are significantly platformised.

Figure 227. Platformisation of work by sector in Slovenia and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

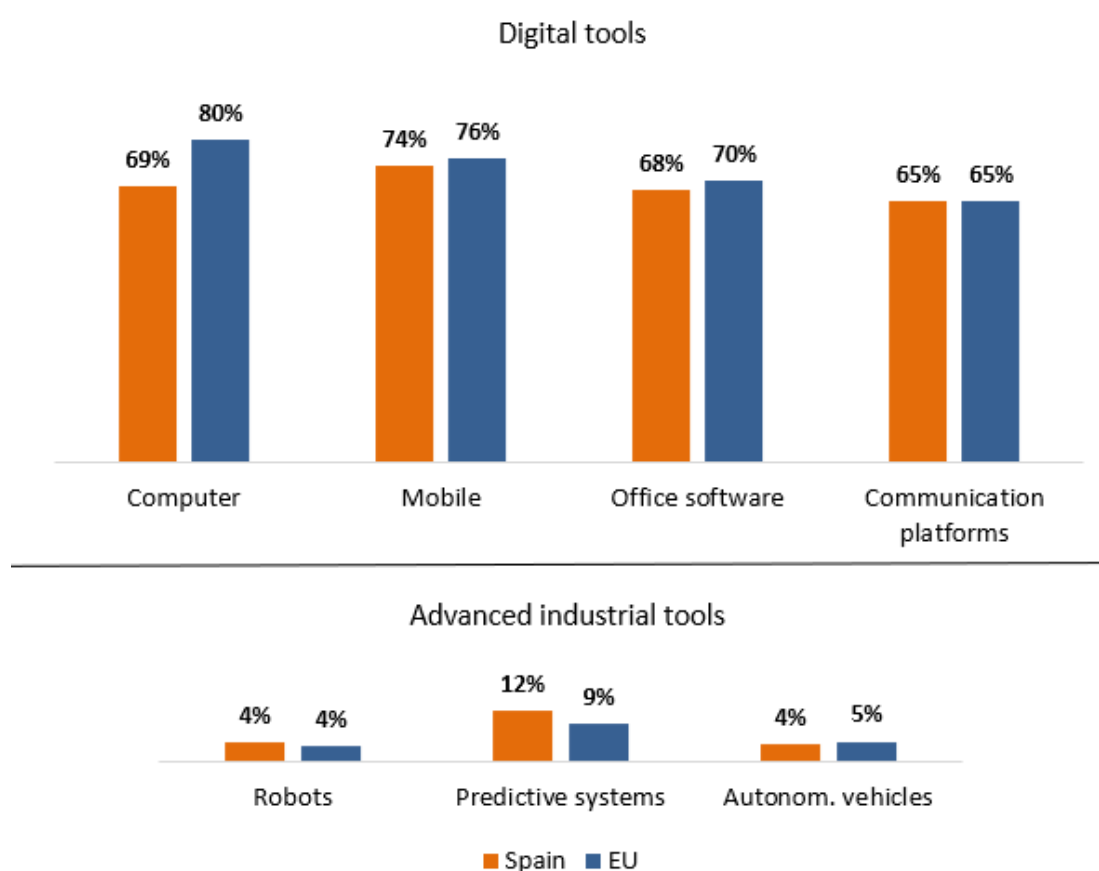
Source: AIM-WORK Survey (2025)

3.26. Spain

Use of digital tools

As shown in Figure 228, **Spain** shows results similar to the EU average, except in the use of computers, where it ranks lower. The use of advanced industrial tools is lower overall. These technologies are mainly used in manufacturing, although predictive systems are also applied in services such as IT and finance. Spain is close to the European average, except for a higher use of predictive systems.

Figure 228. Percentage of workers who have used digital devices at least once in the last 12 months in Spain and the EU



Source: AIM-WORK Survey (2025)

In **Spain** 29% of workers reported having used AI for work-related purposes in the last 12 months, in line with the EU average. Intensity of use is also similar to the EU average, while the perception of respondents about the impact of AI is slightly more positive than for the EU as a whole.

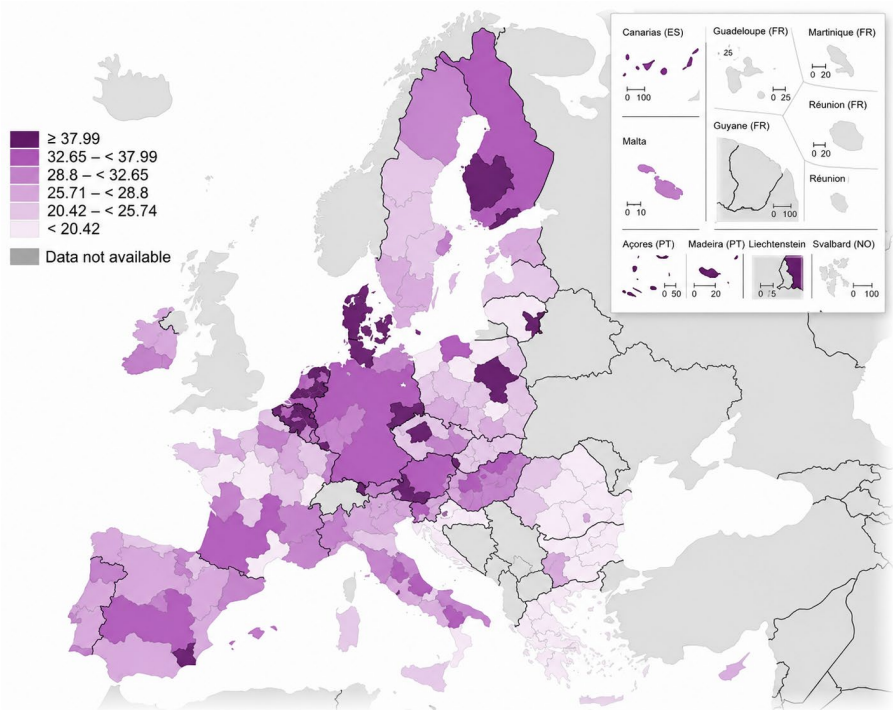
Figure 229. Use of AI at work in Spain and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Spain	29%	23%	17%	3.56	0.71
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 230 illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Spain**, the regions with the highest levels of Artificial Intelligence adoption are concentrated in the central and north-eastern parts of the country. This finding may seem surprising, as the main technological hubs are located in large capitals outside these regions. However, it is important to consider the diverse use of AI across occupations and sectors that are not strictly technological and, more importantly, also the fact that AI usage data from AIM-WORK reflects mostly worker-led, proactive use of AI chatbots powered by LLMs, most likely from workers’ personal devices, which is not necessarily linked to regional tech hubs.

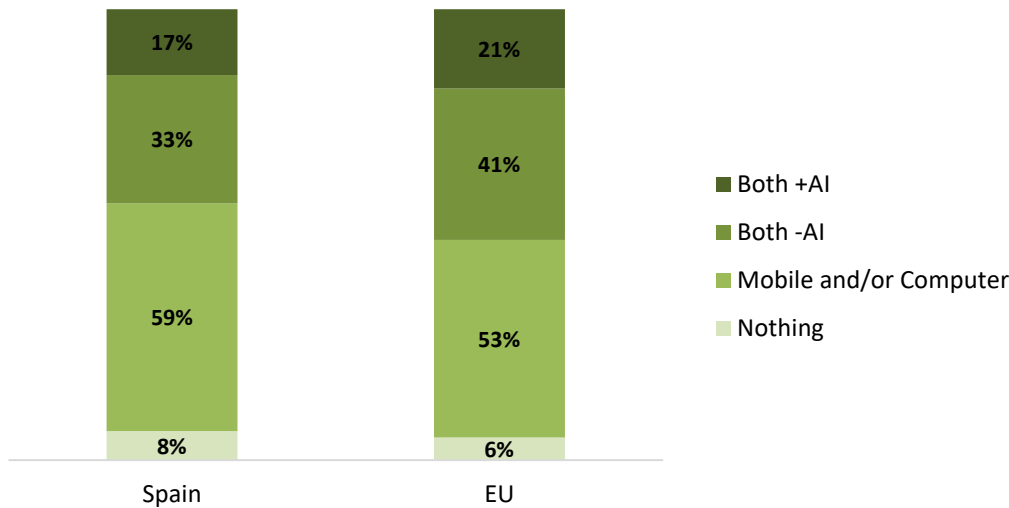
Figure 230. AI usage at work across regions in Spain and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 231 the **Spanish labour market** appears to be slightly less digitalised. There is lower AI adoption, a higher proportion of workers who use only one type of digital device (either a computer or a mobile device, but not both), and a slightly larger share of workers who do not use any digital tools.

Figure 231. Percentage of workers by digital devices used at work in Spain and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Spain follows similar patterns to the rest of Europe regarding the monitoring of activity through digital devices, as well as for physical monitoring, but stands out for its notably higher levels of time tracking: more than half of Spanish workers have their time automatically monitored in some form, and 42% use track cards, suggesting a labour market characterised by presenteeism. In contrast, physical monitoring is slightly less common than the European average.

Figure 232. Share of workers subject to digital monitoring in Spain and the EU, by monitoring type

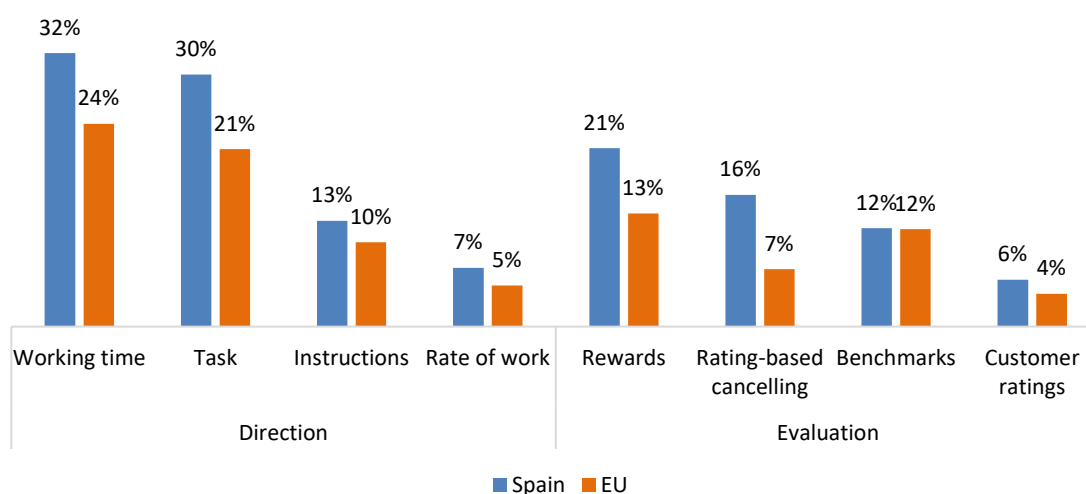
	Time		Activity						Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media			CCTV	Tracking vehicles	Tracking sensors
Spain	54%	42%	12%	11%	17%	10%			12%	4%	2%
EU	37%	36%	11%	12%	14%	7%			14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

As far as algorithmic direction is concerned, **Spain** stands out above the European average in terms of automatic working time and task allocation at work. This may be related to the previously mentioned culture of presenteeism, but also to the segmented nature of the Spanish labour market and other institutional features. Spain also shows higher figures in indicators related to the automatic evaluation of work. This latter aspect could be linked to the importance of the service sector in Spain — particularly industries such as tourism — where automatic evaluation is facilitated through customer feedback.

Figure 233. Share of workers subject to algorithmic management in Spain and the EU

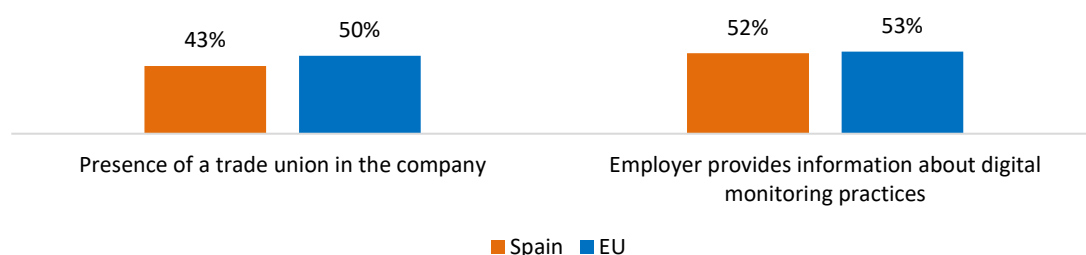


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 234 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Spain** is below the EU average in terms of trade union representation, but it is very similar regarding the provision of information about digital monitoring practices by employers.

Figure 234. Employer information on digital monitoring and trade union presence in Spain and the EU

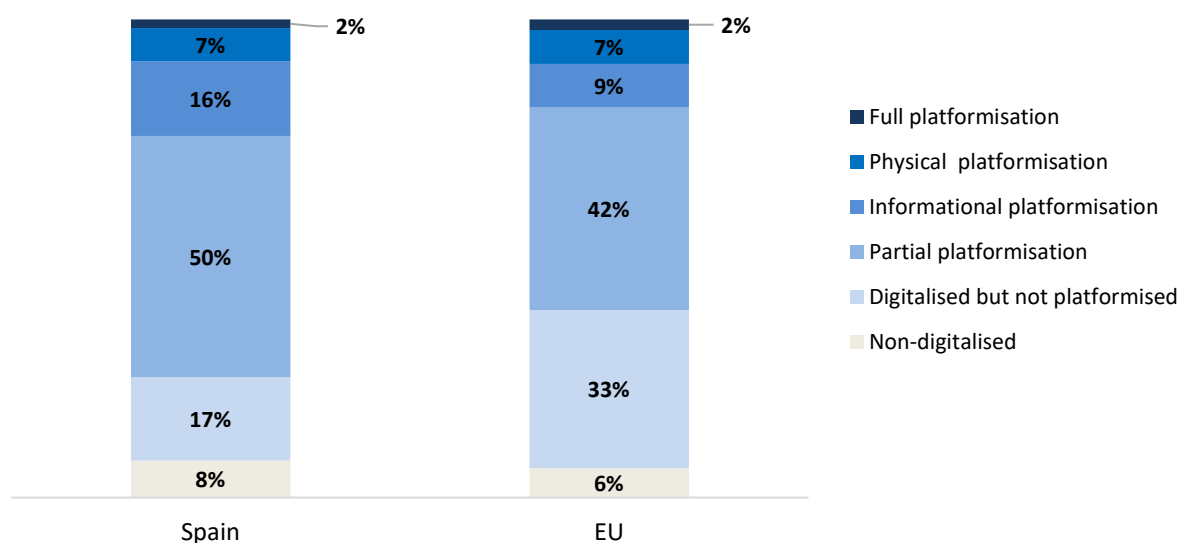


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 235 illustrates the prevalence of platformisation of work in **Spain** and the EU as a whole. Spain is in line with the EU average in full platformisation and physical platformisation. However, it shows a higher prevalence of informational platformisation and partial platformisation. Overall, the Spanish labour market is significantly more platformised than the EU average.

Figure 235. Share of workers subject to platformisation of work in Spain and the EU

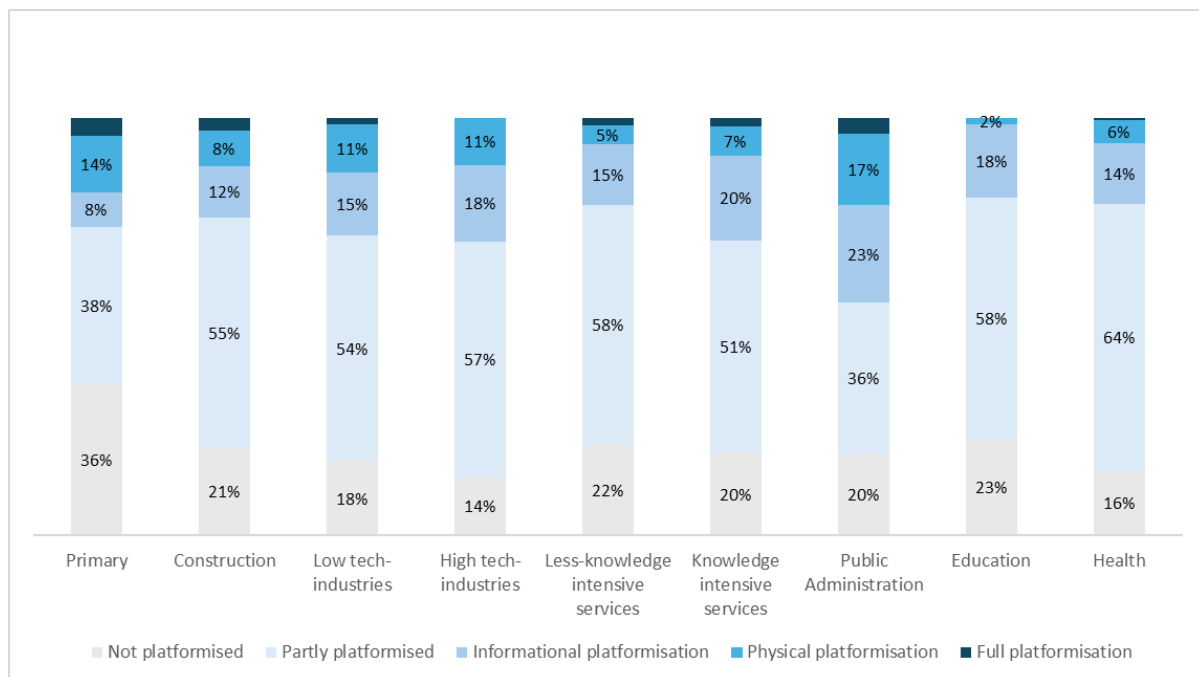


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 236 shows the prevalence of platformisation across sectors in **Spain**, showing high presence of different forms of partial platformisation (including physical and informational) across most sectors with the exception of primary and, to a lesser extent, construction. High-technology industries, low-technology industries, health, education and public administration are significantly platformised in the Spanish case.

Figure 236. Platformisation of work by sector in Spain and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

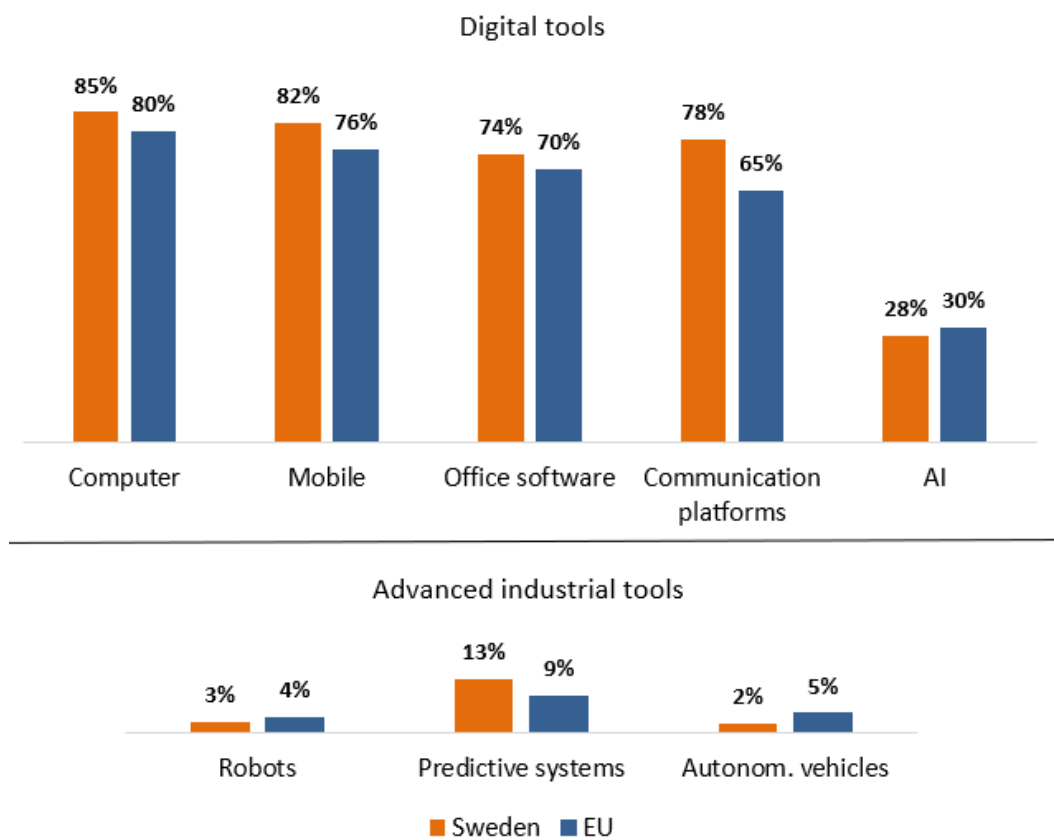
Source: AIM-WORK Survey (2025)

3.27. Sweden

Use of digital tools

As shown in Figure 237, the use of digital tools in **Sweden** is higher than the EU average, with the exception of a slightly lower use of AI. Regarding advanced industrial tools, Sweden stands out for a higher prevalence of predictive systems.

Figure 237. Percentage of workers who have used digital devices at least once in the last 12 months in Sweden and the EU



Source: AIM-WORK Survey (2025)

In **Sweden**, 28% of workers reported having used AI for work-related purposes in the last 12 months, a figure lower than the EU average. The intensity of use is also lower than the EU average, while respondents' perceptions of the impact of AI are more negative than those of the EU as a whole.

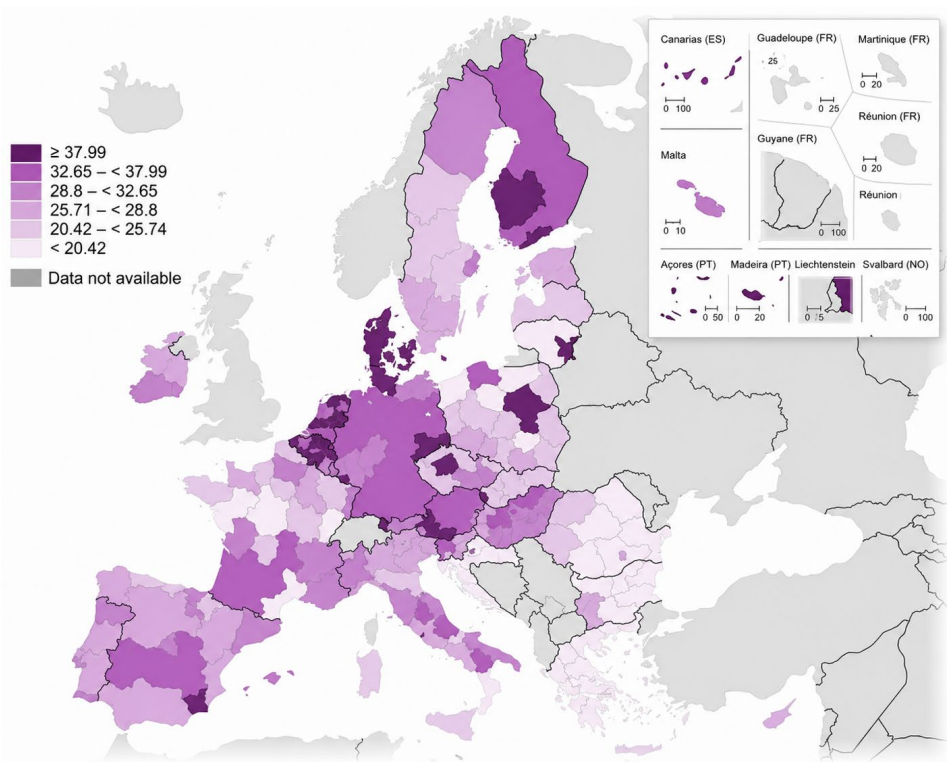
Figure 238. Use of AI at work in Sweden and the EU

	Use of AI at work	Weekly use	Intensity of use	N uses	Impact
Sweden	28%	16%	12%	2.97	0.44
EU	30%	20%	16%	2.99	0.65

Source: AIM-WORK Survey (2025)

Figure 239. illustrates the geography of AI usage in the EU according to AIM-WORK data. In **Sweden**, usage is higher in the Northern part of the country as well as in the Stockholm area.

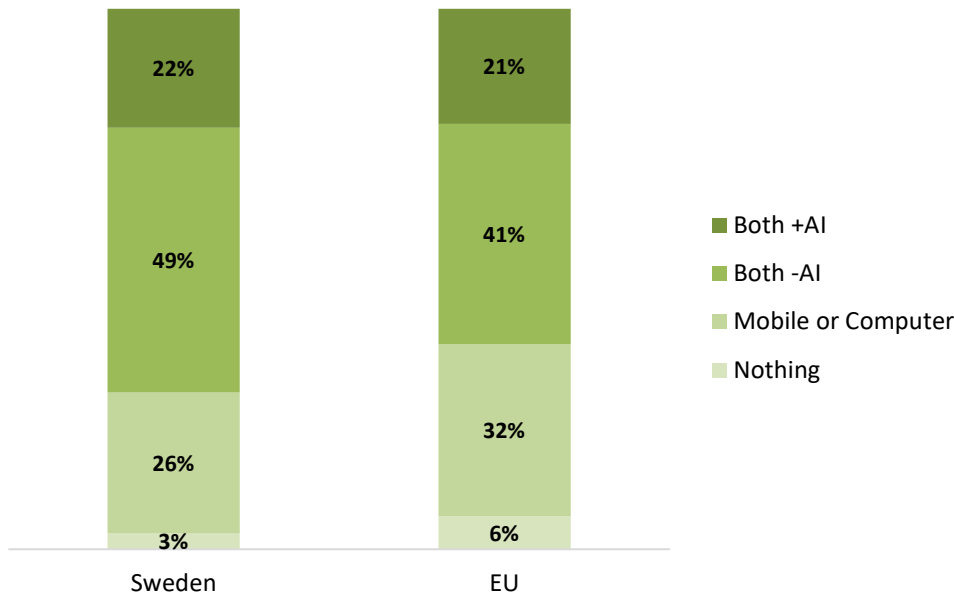
Figure 239. AI usage at work across regions in Sweden and the EU



Source: AIM-WORK Survey (2025)

Overall, as shown in Figure 240, the Swedish labour market is slightly more digitalised than the European average. Only 3% of workers do not use any digital devices, and nearly three quarters use more than two digital devices, of which 22% use AI in addition to more than two devices.

Figure 240. Percentage of workers by digital devices used at work in Sweden and the EU



Source: AIM-WORK Survey (2025)

Digital Monitoring

Sweden stands out for its lower levels of digital monitoring across all dimensions, particularly in relation to time monitoring, when compared to the EU average. Considering that the Swedish labour market is highly digitalised, this suggests that institutional factors such as industrial relations play a significant role, with new technologies being used in a more autonomous and trust-based manner, rather than as tools for close supervision.

Figure 241. Share of workers subject to digital monitoring in Sweden and the EU, by monitoring type

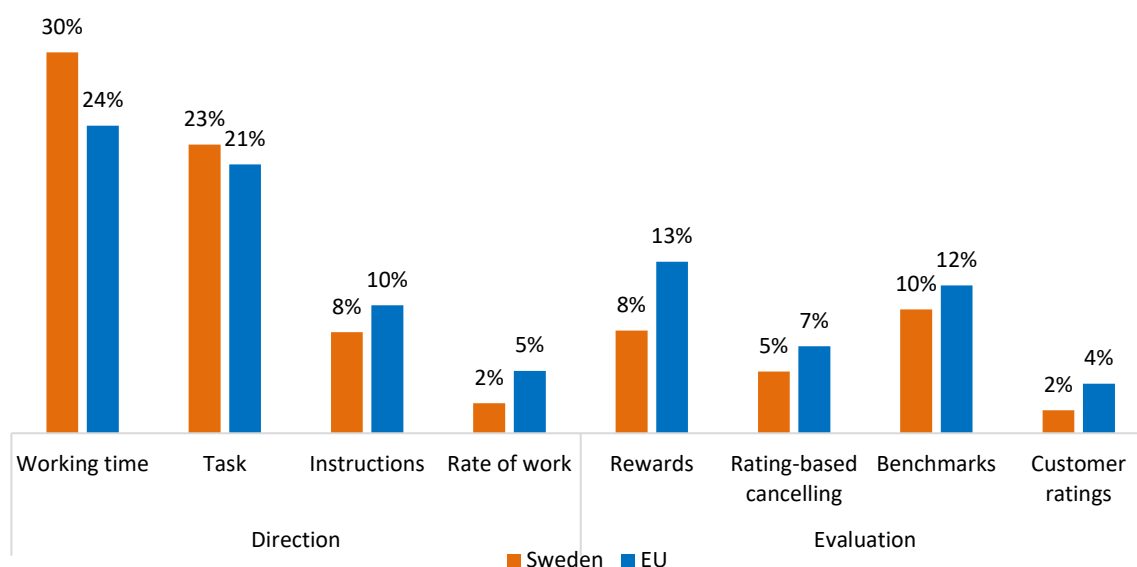
	Time		Activity				Physical		
	Automatic monitoring of working hours	Track card	Computer	Calls, emails	Internet	Social media	CCTV	Tracking vehicles	Tracking sensors
Sweden	24%	23%	9%	6%	11%	8%	5%	7%	3%
EU	37%	36%	11%	12%	14%	7%	14%	8%	4%

Source: AIM-WORK Survey (2025)

Algorithmic Management

Algorithmic management in **Sweden** is generally below the EU average with the exception of the allocation of working time and the allocation of work tasks.

Figure 242. Share of workers subject to algorithmic management in Sweden and the EU

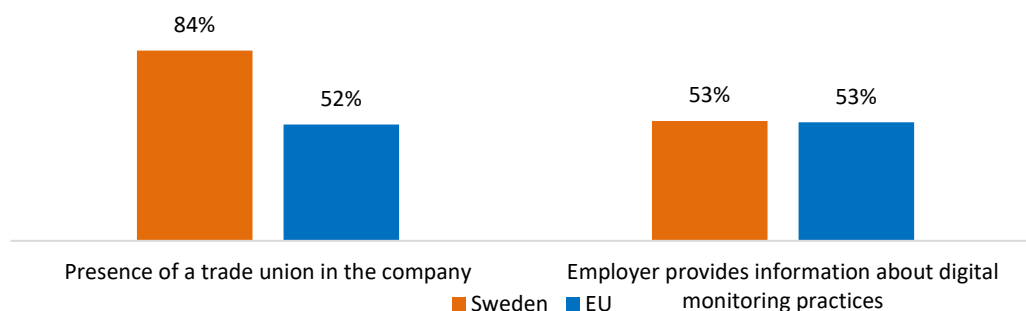


Source: AIM-WORK Survey (2025)

Employer information on digital monitoring and trade union presence

Figure 243 illustrates the proportion of companies that inform their employees about digital monitoring and the proportion of companies with trade union representation. **Sweden** is above the EU average in terms of trade union representation and in line with the EU average regarding the provision of information about digital monitoring practices by employers.

Figure 243. Employer information on digital monitoring and trade union presence in Sweden and the EU

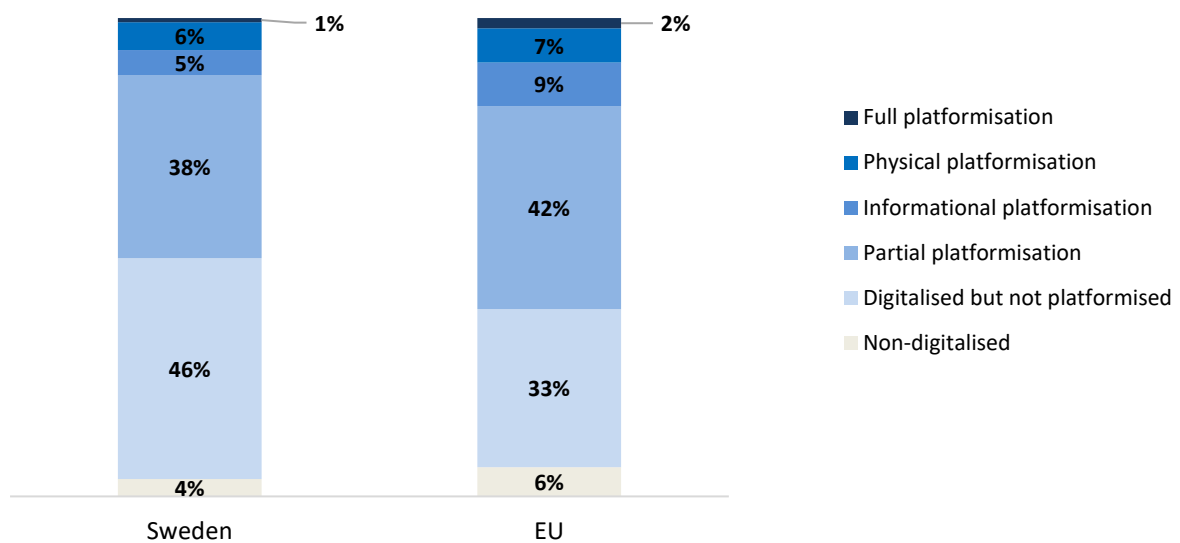


Source: AIM-WORK Survey (2025)

Platformisation of work

Figure 244 illustrates the prevalence of platformisation of work in **Sweden** and the EU as a whole. The prevalence of work platformisation in Sweden is lower than the EU average. Nearly half of Swedish workers (46%) are digitalised but not platformised. This, in line with the patterns mentioned above, suggests a working environment characterised by the autonomous use of digital technologies.

Figure 244. Share of workers subject to platformisation of work in Sweden and the EU.

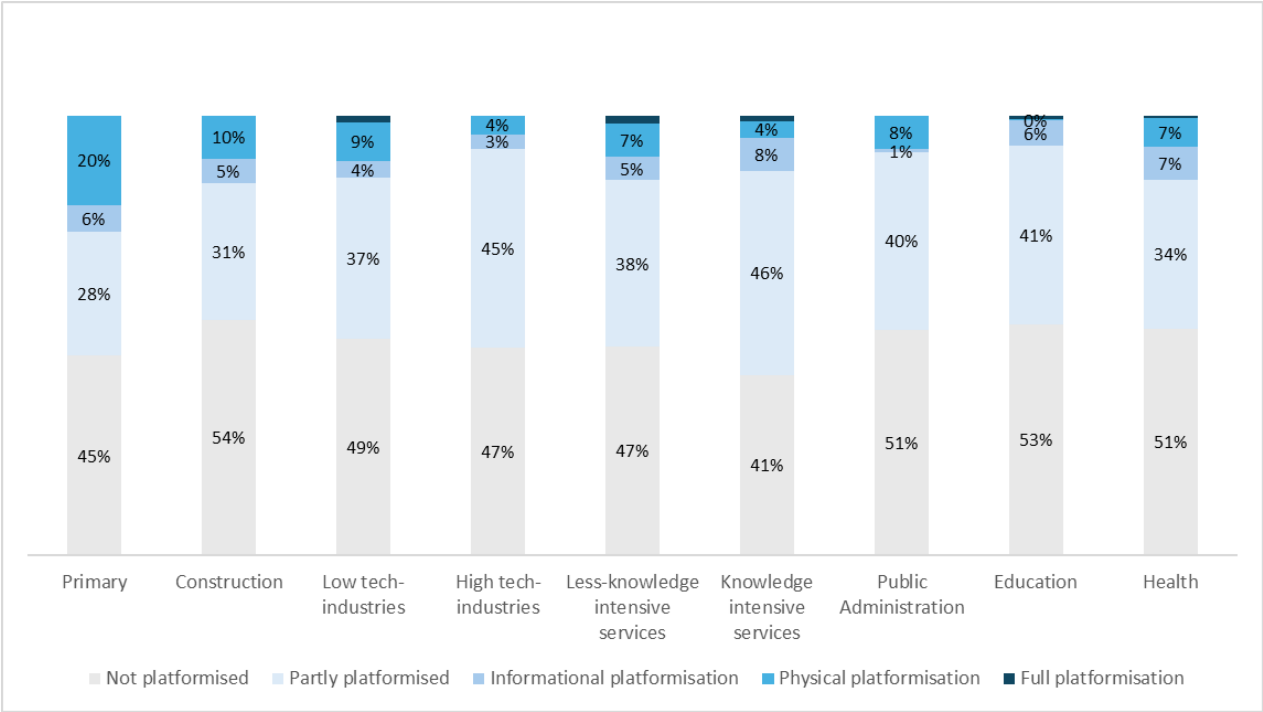


Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

Figure 245 shows the prevalence of platformisation across sectors in **Sweden**, showing a relatively low presence of different forms of partial platformisation across most sectors.

Figure 245. Platformisation of work by sector in Sweden and the EU



Note: Non-digitalised: no use of digital tools and no platformisation. Digitalised but not platformised: workers who use digital tools, but are not under digital monitoring or algorithmic management systems. Both groups of workers belong to the “not platformised” group. Partial platformisation: workers who use digital tools and are under mild forms of digital monitoring and algorithmic management, meaning that they are subject to at least one form of digital monitoring and one form of algorithmic management. Informational platformisation: workers subject to digital activity monitoring and algorithmic evaluation simultaneously. Physical platformisation: workers who are simultaneously subject to digital physical monitoring and algorithmic direction. Full platformisation: workers simultaneously under all the four main types of digital monitoring and algorithmic management.

Source: AIM-WORK Survey (2025)

4. Conclusions

This document does not follow the format of a conventional working paper. It is a collection of country-specific descriptive fiches, designed to make visible the heterogeneity that lies behind EU averages on the use of digital tools at work, the adoption of AI by workers, digital monitoring, algorithmic management and the platformisation of work. The fiches summarise, in a comparable structure, how each Member State stands relative to the EU on these dimensions, drawing on the AIM-WORK Survey. The aim is descriptive and diagnostic rather than explanatory or prescriptive: to provide policymakers and researchers with a clear, country-by-country reference of where each labour market sits along these axes, and to surface the contrasts that motivate further analytical work.

The fiches are intended as a complement to, not a substitute for, the more analytical work produced by the team. They build on Gonzalez-Vazquez et al. (2025), which sets out the conceptual and measurement framework underpinning the AIM-WORK Survey, and on Mariscal de Gante et al. (2026), which deepens the analysis of the impacts on job quality of digital monitoring, algorithmic management and platformisation across the EU. Additional forthcoming working papers will extend the empirical analysis along other dimensions, including the institutional one and a more detailed analysis of digital monitoring and algorithmic management. Read together, the fiches and the analytical papers offer two complementary entry points: the fiches provide country-level granularity, while the working papers provide the analytical depth and cross-cutting findings.

A first cross-cutting observation from the fiches is the substantial heterogeneity across Member States in all four dimensions covered. The use of digital tools and AI at work spans a wide range, from countries where AI use for work purposes is well below the EU average (e.g. Romania, Bulgaria) to countries clearly above it (e.g. Denmark, Austria, Czechia or Germany among others). Digital monitoring and algorithmic management show comparable variation: some countries combine high digitalisation with relatively light supervisory use of digital tools (Sweden, Austria), while others display higher monitoring intensity that is not mechanically explained by the underlying level of digitalisation (Czechia, Slovakia). Platformisation also varies markedly, both in overall prevalence and in the mix between informational, physical and full platformisation. Importantly, country positions on the four dimensions do not move in lockstep: a high level of digital tool use does not automatically translate into high monitoring, high algorithmic management or high platformisation.

The drivers of this heterogeneity are complex and multifaceted, and the fiches do not aim to identify them causally. The descriptive evidence is, however, consistent with several plausible interpretations that warrant further analytical scrutiny. Sectoral composition is a first relevant dimension: differences in the relative weight of industry, knowledge-intensive services, tourism, public administration or agriculture help account for cross-country contrasts in the use of specific tools and in the way digital technologies are mobilised for monitoring or evaluation. Beyond sectoral structure, institutional frameworks and employment regulation appear to mediate how the same technological capabilities translate into workplace practices. The role of trade union representation and of employer information practices on digital monitoring — which themselves vary considerably across countries — points in the same direction.

These fiches, the literature review that precedes them and the analytical papers they complement offer a granular, comparable picture of how digital tools, AI, digital monitoring, algorithmic management and platformisation are present in EU workplaces. As mentioned above, one major limitation should be kept in mind when reading this country evidence. The fiches are descriptive: they document cross-country contrasts and suggest plausible interpretations, but they do not identify causes of sectoral or cross-country differences, and they do not cover possible institutional

or regulatory drivers. This will continue to be addressed in forthcoming analytical work. Within these boundaries, the evidence assembled here is intended to inform current EU, country-specific and regional policy debates about the way digital technologies are reshaping the world of work.

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List of figures

Figure 1. CCTV adoption and industry-sector employment share	11
Figure 2. Enterprises using AI technologies by size class, EU, 2023 and 2024 (% of enterprises) ..	15
Figure 3. Percentage of workers who have used digital tools at least once in the last 12 months in Austria and the EU.....	19
Figure 4. Use of AI at work in Austria and the EU	20
Figure 5. Use of AI at work by region in Austria and the EU.....	20
Figure 6. Percentage of workers by digital devices used at work in Austria and the EU	21
Figure 7. Share of workers subject to digital monitoring in Austria and the EU, by monitoring type	21
Figure 8. Share of workers subject to algorithmic management in Austria and the EU.....	22
Figure 9. Employer information on digital monitoring and trade union presence in Austria and the EU	22
Figure 10. Share of workers subject to platformisation of work in Austria and the EU.....	23
Figure 11. Platformisation of work by sector in Austria and the EU.....	24
Figure 12. Percentage of workers who have used digital devices at least once in the last 12 months in Belgium and the EU.....	25
Figure 13. Use of AI at work in Belgium and the EU.....	26
Figure 14. Use of AI at work by region in Belgium and the EU.....	26
Figure 15. Percentage of workers by digital devices used at work In Belgium and the EU	27
Figure 16. Share of workers subject to digital monitoring in Belgium and the EU, by monitoring type	27
Figure 17. Share of workers subject to algorithmic management in Belgium and the EU.....	28
Figure 18. Employer information on digital monitoring and trade union presence in Belgium and the EU	28
Figure 19. Share of workers subject to platformisation of work in Belgium and the EU.....	29
Figure 20. Platformisation of work by sector in Belgium and the EU.....	30
Figure 21. Percentage of workers who have used digital devices at least once in the last 12 months in Bulgaria and the EU	31
Figure 22. Use of AI at work in Bulgaria and the EU.....	32
Figure 23. AI usage at work across regions in Bulgaria and the EU.....	32
Figure 24. Percentage of workers by digital devices used at work in Bulgaria and the EU	33
Figure 25. Share of workers subject to digital monitoring in Bulgaria and the EU, by monitoring type	33
Figure 26. Share of workers subject to algorithmic management. in Bulgaria and the EU.....	34
Figure 27. Employer information on digital monitoring and trade union presence in Bulgaria and the EU	34
Figure 28. Share of workers subject platformisation of work in Bulgaria and the EU.....	35
Figure 29. Platformisation of work by sector in Bulgaria and the EU.....	36
Figure 30. Percentage of workers who have used digital devices at least once in the last 12 months in Croatia and the EU.....	37
Figure 31. Use of AI at work in Croatia and the EU.....	38
Figure 32. AI usage at work across regions in Croatia and the EU.....	38
Figure 33. Percentage of workers by digital devices used at work in Croatia and the EU.....	39
Figure 34. Share of workers subject to digital monitoring in Croatia and the EU, by monitoring type	39
Figure 35. Share of workers subject to algorithmic management in Croatia and the EU	40

Figure 36. Employer information on digital monitoring and trade union presence in Croatia and the EU.....	40
Figure 37. Share of workers subject to platformisation of work in Croatia and the EU.....	41
Figure 38. Platformisation of work by sector in Croatia and the EU.....	42
Figure 39. Percentage of workers who have used digital devices at least once in the last 12 months in Cyprus and the EU.....	43
Figure 40. Use of AI at work in Cyprus and the EU.....	44
Figure 41. AI usage at work across regions in Cyprus and the EU.....	44
Figure 42. Percentage of workers by digital devices used at work in Cyprus and the EU.....	45
Figure 43. Share of workers subject to digital monitoring in Cyprus and the EU, by monitoring type.....	45
Figure 44. Share of workers subject to algorithmic management in Cyprus and the EU.....	46
Figure 45. Employer information on digital monitoring and trade union presence in Cyprus and the EU.....	46
Figure 46. Share of workers subject to platformisation of work in Cyprus and the EU.....	47
Figure 47. Platformisation of work by sector in Cyprus and the EU.....	48
Figure 48. Percentage of workers who have used digital devices at least once in the last 12 months in Czechia and the EU.....	49
Figure 49. Use of AI at work in Czechia and the EU.....	50
Figure 50. AI usage at work across regions in Czechia and the EU.....	50
Figure 51. Percentage of workers by digital devices used at work in Czechia and the EU.....	51
Figure 52. Share of workers subject to digital monitoring in Czechia and the EU, by monitoring type.....	51
Figure 53. Share of workers subject to algorithmic management in Czechia and the EU.....	52
Figure 54. Employer information on digital monitoring and trade union presence in Czechia and the EU.....	52
Figure 55. Share of workers subject to platformisation of work in Czechia and the EU.....	53
Figure 56. Platformisation of work by sector in Czechia and the EU.....	54
Figure 57. Percentage of workers who have used digital devices at least once in the last 12 months in Denmark and the EU.....	55
Figure 58. Use of AI at work in Denmark and the EU.....	56
Figure 59. AI usage at work across regions in Denmark and the EU.....	56
Figure 60. Percentage of workers by digital devices used at work in Denmark and the EU.....	57
Figure 61. Share of workers subject to digital monitoring, by monitoring type in Denmark and the EU.....	57
Figure 62. Share of workers subject to algorithmic management in Denmark and the EU.....	58
Figure 63. Employer information on digital monitoring and trade union presence in Denmark and the EU.....	58
Figure 64. Share of workers subject to platformisation of work in Denmark and the EU.....	59
Figure 65. Platformisation of work by sector in Denmark and the EU.....	60
Figure 66. Percentage of workers who have used digital devices at least once in the last 12 months in Estonia and the EU.....	61
Figure 67. Use of AI at work in Estonia and the EU.....	62
Figure 68. AI usage at work across regions in Estonia and the EU.....	62
Figure 69. Percentage of workers by digital devices used at work in Estonia and the EU.....	63
Figure 70. Share of workers subject to digital monitoring, by monitoring type in Estonia and the EU.....	63
Figure 71. Share of workers subject to algorithmic management in Estonia and the EU.....	64
Figure 72. Employer information on digital monitoring and trade union presence in Estonia and the EU.....	64
Figure 73. Share of workers subject to platformisation of work in Estonia and the EU.....	65

Figure 74. Platformisation of work by sector in Estonia and the EU.....	66
Figure 75. Percentage of workers who have used digital devices at least once in the last 12 months in Finland and the EU.....	67
Figure 76. Use of AI at work in Finland and the EU.....	68
Figure 77. AI usage at work across regions in Finland and the EU.....	68
Figure 78. Percentage of workers by digital devices used at work in Finland and the EU.....	69
Figure 79. Share of workers subject to digital monitoring in Finland and the EU, by monitoring type.....	69
Figure 80. Share of workers subject to algorithmic management in Finland and the EU.....	70
Figure 81. Employer information on digital monitoring and trade union presence in Finland and the EU.....	70
Figure 82. Share of workers subject to platformisation of work in Finland and the EU.....	71
Figure 83. Platformisation of work by sector in Finland and the EU.....	72
Figure 84. Percentage of workers who have used digital devices at least once in the last 12 months in France and the EU.....	73
Figure 85. Use of AI at work in France and the EU.....	74
Figure 86. AI usage at work across regions in France and the EU.....	74
Figure 87. Percentage of workers by digital devices used at work in France and the EU.....	75
Figure 88. Share of workers subject to digital monitoring in France and the EU, by monitoring type.....	75
Figure 89. Share of workers subject to algorithmic management in France and the EU.....	76
Figure 90. Employer information on digital monitoring and trade union presence in France and the EU.....	76
Figure 91. Share of workers subject to platformisation of work in France and the EU.....	77
Figure 92. Platformisation of work by sector in France and the EU.....	78
Figure 93. Percentage of workers who have used digital devices at least once in the last 12 months in Germany and the EU.....	79
Figure 94. Use of AI at work in Germany and the EU.....	80
Figure 95. AI usage at work across regions in Germany and the EU.....	80
Figure 96. Percentage of workers by digital devices used at work in Germany and the EU.....	81
Figure 97. Share of workers subject to digital monitoring in Germany and the EU, by monitoring type.....	81
Figure 98. Share of workers subject to algorithmic management in Germany and the EU.....	82
Figure 99. Employer information on digital monitoring and trade union presence in Germany and the EU.....	82
Figure 100. Share of workers subject to platformisation of work in Germany and the EU.....	83
Figure 101. Platformisation of work by sector in Germany and the EU.....	84
Figure 102. Percentage of workers who have used digital devices at least once in the last 12 months in Greece and the EU.....	85
Figure 103. Use of AI at work in Greece and the EU.....	86
Figure 104. AI usage at work across regions in Greece and the EU.....	86
Figure 105. Percentage of workers by digital devices used at work in Greece and the EU.....	87
Figure 106. Share of workers subject to digital monitoring in Greece and the EU, by monitoring type.....	87
Figure 107. Share of workers subject to algorithmic management in Greece and the EU.....	88
Figure 108. Employer information on digital monitoring and trade union presence in Greece and the EU.....	88
Figure 109. Share of workers subject to platformisation of work in Greece and the EU.....	89
Figure 110. Platformisation of work by sector in Greece and the EU.....	90
Figure 111. Percentage of workers who have used digital devices at least once in the last 12 months in Hungary and the EU.....	91

Figure 112. Use of AI at work in Hungary and the EU	92
Figure 113. AI usage at work across regions in Hungary and the EU	92
Figure 114. Percentage of workers by digital devices used at work in Hungary and the EU	93
Figure 115. Share of workers subject to digital monitoring in Hungary and the EU, by monitoring type	93
Figure 116. Share of workers subject to algorithmic management in Hungary and the EU	94
Figure 117. Employer information on digital monitoring and trade union presence in Hungary and the EU	94
Figure 118. Share of workers subject to platformisation of work in Hungary and the EU	95
Figure 119. Platformisation of work by sector in Hungary and the EU	96
Figure 120. Percentage of workers who have used digital devices at least once in the last 12 months in Ireland and the EU	97
Figure 121. Use of AI at work in Ireland and the EU	98
Figure 122. AI usage at work across regions in Ireland and the EU	98
Figure 123. Percentage of workers by digital devices used at work in Ireland and the EU	99
Figure 124. Share of workers subject to digital monitoring in Ireland and the EU, by monitoring type	99
Figure 125. Share of workers subject to algorithmic management in Ireland and the EU	100
Figure 126. Employer information on digital monitoring and trade union presence in Ireland and the EU	100
Figure 127. Share of workers subject to platformisation of work in Ireland and the EU	101
Figure 128. Platformisation of work by sector in Ireland and the EU	102
Figure 129. Percentage of workers who have used digital devices at least once in the last 12 months in Italy and the EU	103
Figure 130. Use of AI at work in Italy and the EU	104
Figure 131. AI usage at work across regions in Italy and the EU	104
Figure 132. Percentage of workers by digital devices used at work in Italy and the EU	105
Figure 133. Share of workers subject to digital monitoring in Italy and the EU, by monitoring type	105
Figure 134. Share of workers subject to algorithmic management in Italy and the EU	106
Figure 135. Employer information on digital monitoring and trade union presence in Italy and the EU	106
Figure 136. Share of workers subject to platformisation of work in Italy and the EU	107
Figure 137. Platformisation of work by sector in Italy and the EU	108
Figure 138. Percentage of workers who have used digital devices at least once in the last 12 months in Latvia and the EU	109
Figure 139. Use of AI at work in Latvia and the EU	110
Figure 140. AI usage at work across regions in Latvia and the EU	110
Figure 141. Percentage of workers by digital devices used at work in Latvia and the EU	111
Figure 142. Share of workers subject to digital monitoring in Latvia and the EU, by monitoring type	111
Figure 143. Share of workers subject to algorithmic management. in Latvia and the EU	112
Figure 144. Employer information on digital monitoring and trade union presence in Latvia and the EU	112
Figure 145. Share of workers subject to platformisation of work in Latvia and the EU	113
Figure 146. Platformisation of work by sector in Latvia and the EU	114
Figure 147. Percentage of workers who have used digital devices at least once in the last 12 months in Lithuania and the EU	115
Figure 148. Use of AI at work in Lithuania and the EU	116
Figure 149. AI usage at work across regions in Lithuania and the EU	116
Figure 150. Percentage of workers by digital devices used at work in Lithuania and the EU	117

Figure 151. Share of workers subject to digital monitoring in Lithuania and the EU, by monitoring type	117
Figure 152. Share of workers subject to algorithmic management in Lithuania and the EU	118
Figure 153. Employer information on digital monitoring and trade union presence in Lithuania and the EU	118
Figure 154. Share of workers subject to platformisation of work in Lithuania and the EU	119
Figure 155. Platformisation of work by sector in Lithuania and the EU	120
Figure 156. Percentage of workers who have used digital devices at least once in the last 12 months in Luxembourg and the EU	121
Figure 157. Use of AI at work in Luxembourg and the EU	122
Figure 158. AI usage at work across regions in Luxembourg and the EU	122
Figure 159. Percentage of workers by digital devices used at work in Luxembourg and the EU ..	123
Figure 160. Share of workers subject to digital monitoring in Luxembourg and the EU, by monitoring type	123
Figure 161. Share of workers subject to algorithmic management in Luxembourg and the EU	124
Figure 162. Employer information on digital monitoring and trade union presence in Luxembourg and the EU	124
Figure 163. Share of workers subject to platformisation of work in Luxembourg and the EU	125
Figure 164. Platformisation of work by sector in Luxembourg and the EU	126
Figure 165. Percentage of workers who have used digital devices at least once in the last 12 months in Malta and the EU	127
Figure 166. Use of AI at work in Malta and the EU	128
Figure 167. AI usage at work across regions in Malta and the EU	128
Figure 168. Percentage of workers by digital devices used at work in Malta and the EU	129
Figure 169. Share of workers subject to digital monitoring in Malta and the EU, by monitoring type	129
Figure 170. Share of workers subject to algorithmic management in Malta and the EU	130
Figure 171. Employer information on digital monitoring and trade union presence in Malta and the EU	130
Figure 172. Share of workers subject to platformisation of work in Malta and the EU	131
Figure 173. Platformisation of work by sector in Malta and the EU	132
Figure 174. Percentage of workers who have used digital devices at least once in the last 12 months in the Netherlands and the EU	133
Figure 175. Use of AI at work in the Netherlands and the EU	134
Figure 176. AI usage at work across regions in the Netherlands and the EU	134
Figure 177. Percentage of workers by digital devices used at work in the Netherlands and the EU	135
Figure 178. Share of workers subject to digital monitoring in the Netherlands and the EU, by monitoring type	135
Figure 179. Share of workers subject to algorithmic management in the Netherlands and the EU	136
Figure 180. Employer information on digital monitoring and trade union presence in the Netherlands and the EU	136
Figure 181. Share of workers subject to platformisation of work in the Netherlands and the EU	137
Figure 182. Platformisation of work by sector in the Netherlands and the EU	138
Figure 183. Percentage of workers who have used digital devices at least once in the last 12 months in Poland and the EU	139
Figure 184. Use of AI at work in Poland and the EU	140
Figure 185. AI usage at work across regions in Poland and the EU	140
Figure 186. Percentage of workers by digital devices used at work in Poland and the EU	141

Figure 187. Share of workers subject to digital monitoring in Poland and the EU, by monitoring type	141
Figure 188. Share of workers subject to algorithmic management in Poland and the EU.....	142
Figure 189. Employer information on digital monitoring and trade union presence in Poland and the EU	142
Figure 190. Share of workers subject to platformisation of work in Poland and the EU.....	143
Figure 191. Platformisation of work by sector in Poland and the EU.....	144
Figure 192. Percentage of workers who have used digital devices at least once in the last 12 months in Portugal and the EU.....	145
Figure 193. Use of AI at work in Portugal and the EU	146
Figure 194. AI usage at work across regions in Portugal and the EU.....	146
Figure 195. Percentage of workers by digital devices used at work in Portugal and the EU	147
Figure 196. Share of workers subject to digital monitoring in Portugal and the EU, by monitoring type	147
Figure 197. Share of workers subject to algorithmic management in Portugal and the EU	148
Figure 198. Employer information on digital monitoring and trade union presence in Portugal and the EU	148
Figure 199. Share of workers subject to platformisation of work in Portugal and the EU.....	149
Figure 200. Platformisation of work by sector in Portugal and the EU.....	150
Figure 201. Percentage of workers who have used digital devices at least once in the last 12 months in Romania and the EU	151
Figure 202. Use of AI at work in Romania and the EU.....	152
Figure 203. AI usage at work across regions in Romania and the EU	152
Figure 204. Percentage of workers by digital devices used at work in Romania and the EU	153
Figure 205. Share of workers subject to digital monitoring in Romania and the EU, by monitoring type	153
Figure 206. Share of workers subject to algorithmic management in Romania and the EU.....	154
Figure 207. Employer information on digital monitoring and trade union presence in Romania and the EU	154
Figure 208. Share of workers subject to platformisation of work in Romania and the EU	155
Figure 209. Platformisation of work by sector in Romania and the EU.....	156
Figure 210. Percentage of workers who have used digital devices at least once in the last 12 months in Slovakia and the EU.....	157
Figure 211. Use of AI at work in Slovakia and the EU	158
Figure 212. AI usage at work across regions in Slovakia and the EU.....	158
Figure 213. Percentage of workers by digital devices used at work in Slovakia and the EU	159
Figure 214. Share of workers subject to digital monitoring in Slovakia and the EU, by monitoring type	159
Figure 215. Share of workers subject to algorithmic management in Slovakia and the EU	160
Figure 216. Employer information on digital monitoring and trade union presence in Slovakia and the EU	160
Figure 217. Share of workers subject to platformisation of work in Slovakia and the EU.....	161
Figure 218. Platformisation of work by sector in Slovakia and the EU.....	162
Figure 219. Percentage of workers who have used digital devices at least once in the last 12 months in Slovenia and the EU.....	163
Figure 220. Use of AI at work in Slovenia and the EU	164
Figure 221. AI usage at work across regions in Slovenia and the EU.....	164
Figure 222. Percentage of workers by digital devices used at work in Slovenia and the EU	165
Figure 223. Share of workers subject to digital monitoring in Slovenia and the EU, by monitoring type	165
Figure 224. Share of workers subject to algorithmic management in Slovenia and the EU	166

Figure 225. Employer information on digital monitoring and trade union presence in Slovenia and the EU	166
Figure 226. Share of workers subject to platformisation of work in Slovenia and the EU.....	167
Figure 227. Platformisation of work by sector in Slovenia and the EU.....	168
Figure 228. Percentage of workers who have used digital devices at least once in the last 12 months in Spain and the EU.....	169
Figure 229. Use of AI at work in Spain and the EU.....	170
Figure 230. AI usage at work across regions in Spain and the EU.....	170
Figure 231. Percentage of workers by digital devices used at work in Spain and the EU.....	171
Figure 232. Share of workers subject to digital monitoring in Spain and the EU, by monitoring type	171
Figure 233. Share of workers subject to algorithmic management in Spain and the EU.....	172
Figure 234. Employer information on digital monitoring and trade union presence in Spain and the EU	172
Figure 235. Share of workers subject to platformisation of work in Spain and the EU	173
Figure 236. Platformisation of work by sector in Spain and the EU.....	174
Figure 237. Percentage of workers who have used digital devices at least once in the last 12 months in Sweden and the EU	175
Figure 238. Use of AI at work in Sweden and the EU.....	176
Figure 239. AI usage at work across regions in Sweden and the EU	176
Figure 240. Percentage of workers by digital devices used at work in Sweden and the EU.....	177
Figure 241. Share of workers subject to digital monitoring in Sweden and the EU, by monitoring type	177
Figure 242. Share of workers subject to algorithmic management in Sweden and the EU.....	178
Figure 243. Employer information on digital monitoring and trade union presence in Sweden and the EU	178
Figure 244. Share of workers subject to platformisation of work in Sweden and the EU.....	179
Figure 245. Platformisation of work by sector in Sweden and the EU.....	180

List of tables

Table 1. Key concepts.....	7
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GETTING IN TOUCH WITH THE EU

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