

(English version)

**Question for written answer E-004291/25
to the Commission
Hanna Gedin (The Left)
(3 November 2025)**

Subject: Surveillance in the workplace

Employees in Sweden are reporting extensive real-time surveillance in the workplace, with cameras pointed at staff toilets, managers who monitor the surveillance even during holidays, and follow-up meetings being called because employees drink water too often. In the transport sector, cameras are mounted above the driver's seat in lorries and pointed at the driver's face, which raises serious privacy concerns. The Swedish Authority for Privacy Protection (IMY) has criticised the way the GDPR is being applied and is calling for an EU review of the rules in force. Since April of 2025, businesses have no longer needed to apply for a permit from the IMY: they decide for themselves whether the camera surveillance is legal.

Sweden has chosen not to allow trade unions to file complaints with the IMY. This undermines the protection of employees' privacy. Employees of the same firm should enjoy an equivalent level of privacy protection, no matter which EU country they work in.

1. How does the Commission assess the compatibility of real-time surveillance with the GDPR requirements on legality, transparency and proportionality?
2. What risks does the Commission see in allowing operators to assess the legality of camera surveillance themselves, and is there a need to tighten up the rules in force?
3. What view does the Commission take of the Swedish model under which trade unions are not entitled to represent employees or to file complaints against employers with IMY, even though this significantly undermines workers' privacy?

Submitted: 3.11.2025

**Answer given by Mr McGrath on behalf of the European Commission
(6 January 2026)**

The General Data Protection Regulation (GDPR) provides the general framework for all processing of personal data, including the processing carried out through the use of closed-circuit television (CCTV) cameras.

It is possible to lawfully process personal data through video surveillance on the basis of a Member State law that is proportionate to the legitimate aim pursued.

In addition, the GDPR provides that personal data may be processed only to the extent it is relevant and limited to what is necessary in relation to the purpose of the processing.

Furthermore, the operators are obliged to provide data subjects with clear information on the existence and purposes of personal data processing.

The Commission considers that the GDPR provides sufficient protection to data subjects against unlawful video surveillance. Furthermore, Member States are allowed to provide for more specific rules to ensure the protection of personal data in the employment context.

While there is no requirement in EU law to create a system where the use of video surveillance is based on a permit by a data protection authority, the latter has all the necessary powers to investigate possible violations of the GDPR and take the necessary enforcement action if it identifies such violations, including in relation to the use of CCTV.

Finally, the GDPR provides a data subject with the right to mandate an organisation to act on his or her behalf if that body is constituted in accordance with the law of a Member State and has statutory objectives in the public interest relating to the protection of data subjects' rights and freedoms.
