

Source dossier

Deferred is not exempt — Adecco puts candidate-selection agents in 40 countries, and the clock that moved is not the one that binds

Edition 2026-09-17 · narrative: the clock that moved is not the clock that binds · compiled 2026-09-17

Claims index

Claim	Statement	Status	Sources
CLAIM-2026-09-17-01	On 15 September 2026 the Adecco Group announced the rollout of Salesforce's Agentforce Coworker, powered by Anthropic's Claude, to 27,000 employees across 40 of the 60 countries in which the group operates, following a pilot in the United Kingdom and France.	verified	theadeccogr2026adecco, salesforce2026salesforc
CLAIM-2026-09-17-02	In recruitment, Adecco's agents select candidates and launch pre-screening, recruiter and onboarding agents; ten countries already run agentic AI in recruitment and account for 50% of group business revenues; 2.5 million agent-candidate interactions have taken place since April 2025.	verified	theadeccogr2026adecco
CLAIM-2026-09-17-03	Regulation (EU) 2026/1744, the Digital Omnibus on AI, adopted 8 July 2026 and in force since 27 July 2026, amends Regulations (EU) 2024/1689, (EU) 2018/1139 and (EU) 2023/1230. It does not amend Regulation (EU) 2016/679.	verified	eurlex2026regulation, whiteandcas2026eu
CLAIM-2026-09-17-04	The Digital Omnibus on AI defers Annex III stand-alone high-risk obligations to 2 December 2027 and Annex I safety-component obligations to 2 August 2028, while Article 50 transparency obligations continue to apply from 2 August 2026 and are not deferred.	verified	whiteandcas2026eu, eurlex2026regulation
CLAIM-2026-09-17-05	The GDPR amendments proposed in the separate Digital Omnibus on data, including the proposed rewrite of Article 22 on automated decision-making, remain under negotiation in the European Parliament and Council and are not in force.	verified	whiteandcas2026eu
CLAIM-2026-09-17-06	AI Act Annex III, point 4(a), covers AI systems intended to be used for the recruitment or selection of natural persons, in particular to place targeted job advertisements, to analyse and filter job applications, and to evaluate candidates.	verified	publication2024regulation, euartificia2024annex

Claim	Statement	Status	Sources
CLAIM-2026-09-17-07	AI Act Article 6(3) exempts an Annex III system that performs a narrow procedural task or a preparatory task to an assessment, but its final subparagraph provides that an Annex III system performing profiling of natural persons is always to be considered high-risk.	verified	publication2024regulatio
CLAIM-2026-09-17-08	In Case C-634/21, SCHUFA Holding (Scoring), judgment of 7 December 2023, the Court of Justice held that the automated establishment of a probability value constitutes automated individual decision-making within Article 22(1) GDPR where a third party to whom it is transmitted draws strongly on it.	verified	courtofjust2023judgment, eurlex2016regulatio
CLAIM-2026-09-17-09	Article 26(7) of the AI Act requires deployers who are employers to inform workers' representatives and the affected workers before putting a high-risk AI system into service at the workplace.	verified	publication2024regulatio

Only claims marked **verified** may carry a post. **single-source** may appear as hedged context; **disputed** must not be published at all.

Adecco Group announces Salesforce's Agentforce Coworker rollout across 40 countries

PRIMARY

Publisher	The Adecco Group
Published	2026-09-15
Retrieved	2026-09-17
Cite key	theadeccogr2026adecco
URL	https://www.adeccogroup.com/our-group/media/press-releases/adecco-group-salesforce-agentforce-40-countries

Assessment. The primary actor's own announcement. Aggregator coverage dated this 16 September; the company's dateline is ZURICH, 15 September 2026, and that is the date used throughout.

Dateline. ZURICH, 15 September 2026.

The Adecco Group announced a rollout of Salesforce's Agentforce Coworker across 40+ of the 60 countries in which the group operates, following a pilot in the United Kingdom and France.

Figures given in the release.

- 40+ countries in the global rollout, of 60 countries of operation
- 27,000 employees gaining access to Coworker
- 2.5 million agent-candidate interactions since April 2025
- ten countries already using agentic AI in recruitment, representing 50% of Adecco business revenues

Technology. Salesforce's Agentforce Coworker, powered by Anthropic's Claude.

Agent capabilities listed. Sales: find priority prospects, prepare sales briefs, enrich prospect data, view lead status across teams. Recruitment: select candidates, launch pre-screening, recruiter or onboarding agents.

Quotes. "We are seeing the biggest redesign of work since the internet; we need to enable our people with technology and new ways of working," said Denis Machuel, CEO of the Adecco Group. He added that Coworker "means our teams have access to a single interface that knows candidate history, client context for the moment when human judgment matters most," and that "our pilot showed strong adoption in a matter of days. It frees up our sales teams' and recruiters to focus on what only humans can do: richer engagement."

Not present in the release. No mention of the GDPR, the AI Act, EU regulation, candidate privacy safeguards, or any description of human review inside the

pre-screening step.

Salesforce Unveils Aforce, Bringing the Full Power of Its Platform to Any Interface

PRIMARY

Publisher	Salesforce
Published	2026-09-15
Retrieved	2026-09-17
Cite key	salesforce2026salesforc
URL	https://www.salesforce.com/news/stories/aforce-announcement/

Assessment. Vendor announcement, same day as the Adecco release. Used only for what Coworker is and how it is enabled; the deployment facts come from Adecco.

Published. 15 September 2026.

Aforce. "A live interface layer that brings the full power of Salesforce to wherever people and agents work," letting agents reach Salesforce data, workflows and business logic across any AI interface, including Claude, Slack and Lightning.

Agentforce Coworker. "An AI teammate right in the Lightning interface — reasoning across accounts, activity, and history, surfacing insights and taking action."

Availability. Coworker is described as "instantly available to Salesforce customers" at "the push of a button". "Pricing and packaging are subject to change. Availability may vary by region and is governed by customer agreements."

Controls mentioned. Aforce operates "entirely within your existing permissions and business rules" and features "Zero Data Retention". The announcement does not describe audit trails, human-oversight mechanisms, or any statement about regulated use cases.

Adecco. Not mentioned in the Salesforce announcement.

Regulation (EU) 2026/1744 — Digital Omnibus on AI

PRIMARY

Publisher	EUR-Lex
Published	2026-07-27
Retrieved	2026-09-17
Cite key	eurlex2026regulatio
URL	https://eur-lex.europa.eu/eli/reg/2026/1744/oj

Assessment. The instrument itself. Its title is the evidence for the central claim: the list of regulations it amends does not include 2016/679.

Full official title. "Regulation (EU) 2026/1744 of the European Parliament and of the Council of 8 July 2026 amending Regulations (EU) 2024/1689, (EU) 2018/1139 and (EU) 2023/1230 as regards the simplification of the implementation of harmonised rules on artificial intelligence (Digital Omnibus on AI)".

Adopted. 8 July 2026. **Entry into force.** 27 July 2026.

Instruments amended. Regulation (EU) 2024/1689 (the AI Act), Regulation (EU) 2018/1139, Regulation (EU) 2023/1230. Regulation (EU) 2016/679 (the GDPR) is not among them.

EU AI Omnibus enters into force, amending the AI Act

SECONDARY

Publisher White and Case

Published 2026-07

Retrieved 2026-09-17

Cite key whiteandcas2026eu

URL <https://www.whitecase.com/insight-alert/eu-ai-omnibus-enters-force-amending-ai-act>

Assessment. Law-firm alert, already in the vault from 25 August. Re-read for this edition; used for the consolidated dates and for the status of the separate data omnibus, both of which are corroborated by the regulation's own title.

Regulation. Regulation (EU) 2026/1744 (Digital Omnibus on AI), in force 27 July 2026, published in the Official Journal 24 July 2026.

Application dates after the amendment.

- Stand-alone high-risk systems (Annex III): 2 December 2027
- High-risk systems as safety components (Annex I): 2 August 2028
- Transparency requirements (Article 50): continue to apply from 2 August 2026, not deferred
- Marking/watermarking compliance: 2 December 2026, with a grace period for systems placed on the market before 2 August 2026

GDPR. The AI Omnibus does not amend the GDPR. The broader Digital Omnibus package proposes amendments to the GDPR, the ePrivacy Directive, NIS2 and the Data Act, but those amendments "remain subject to ongoing negotiations" and "are not yet law" — a proposal only, still before the European Parliament and the Council.

Regulation (EU) 2024/1689 — the Artificial Intelligence Act

PRIMARY

Publisher	Publications Office of the European Union (EUR-Lex)
Published	2024-07-12
Retrieved	2026-09-17
Cite key	publication2024regulatio
URL	https://eur-lex.europa.eu/eli/reg/2024/1689/oj

Assessment. The Act itself, used as the authority for the Annex III, Article 6(3) and Article 26(7) wording rather than any reference site.

Annex III, point 4 — Employment, workers' management and access to self-employment.

(a) "AI systems intended to be used for the recruitment or selection of natural persons, in particular to place targeted job advertisements, to analyse and filter job applications, and to evaluate candidates";

(b) "AI systems intended to be used to make decisions affecting terms of work-related relationships, the promotion or termination of work-related contractual relationships, to allocate tasks based on individual behaviour or personal traits or characteristics or to monitor and evaluate the performance and behaviour of persons in such relationships."

Article 6(3) — derogation from high-risk classification. An Annex III system "shall not be considered to be high-risk where it does not pose a significant risk of harm to the health, safety or fundamental rights", where one or more of the following applies:

(a) "the AI system is intended to perform a narrow procedural task"; (b) "the AI system is intended to improve the result of a previously completed human activity"; (c) "the AI system is intended to detect decision-making patterns or deviations from prior decision-making patterns and is not meant to replace or influence the previously completed human assessment, without proper human review"; (d) "the AI system is intended to perform a preparatory task to an assessment relevant for the purposes of the use cases listed in Annex III".

Final subparagraph: "Notwithstanding the first subparagraph, an AI system referred to in Annex III shall always be considered to be high-risk where the AI system performs profiling of natural persons."

Article 6(4). A provider claiming the derogation must "document its assessment before that system is placed on the market or put into service" and remains "subject to the registration obligation set out in Article 49(2)".

Article 26(7). "Before putting into service a high-risk AI system at the workplace, deployers who are employers shall inform workers' representatives and the affected workers that they will be subject to the use of the high-risk AI system. This information

shall be provided, where applicable, in accordance with the rules and procedures laid down in Union and national law and practice on information of workers and their representatives."

Annex III: High-Risk AI Systems Referred to in Article 6(2)

SECONDARY

Publisher	EU Artificial Intelligence Act
Published	2024-07-12
Retrieved	2026-09-17
Cite key	euartificia2024annex
URL	https://artificialintelligenceact.eu/annex/3/

Assessment. Reading copy of Annex III, already in the vault. Retained as the reader-facing link in the first comment; the authority for the wording is the Act itself.

Point 4, Employment, workers' management and access to self-employment, reproduced as on the reference site, sub-points (a) and (b) matching the Official Journal text of Regulation (EU) 2024/1689.

Judgment in Case C-634/21, SCHUFA Holding (Scoring)

PRIMARY

Publisher	Court of Justice of the European Union
Published	2023-12-07
Retrieved	2026-09-17
Cite key	courtofjust2023judgment
URL	https://curia.europa.eu/juris/liste.jsf?num=C-634/21

Assessment. Already in the vault. The reader-facing link used in the first comment is the EUR-Lex copy of the same judgment (CELEX 62021CJ0634); the archived entry keeps its original curia URL so the cite key stays stable.

Judgment of 7 December 2023, Case C-634/21, OQ v Land Hessen (SCHUFA Holding (Scoring)).

The Court held that the automated establishment by a credit information agency of a probability value concerning a person's ability to meet future payment commitments constitutes automated individual decision-making within the meaning of Article 22(1) GDPR, where a third party to whom that value is transmitted draws strongly on it in deciding whether to establish, implement or end a contractual relationship with that person.

The Court also held that it is for the national court to verify whether national legislation authorising such decision-making complies with the conditions and principles of the GDPR.

Regulation (EU) 2016/679 — General Data Protection Regulation

PRIMARY

Publisher	EUR-Lex
Published	2016-04-27
Retrieved	2026-09-17
Cite key	eurlex2016regulatio
URL	https://eur-lex.europa.eu/eli/reg/2016/679/oj

Assessment. Already in the vault. Cited for Article 22(1) and Article 35(3)(a); unchanged since it became applicable on 25 May 2018.

Article 22(1). "The data subject shall have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her."

Article 35(3)(a). A data protection impact assessment is required in the case of "a systematic and extensive evaluation of personal aspects relating to natural persons which is based on automated processing, including profiling, and on which decisions are based that produce legal effects concerning the natural person or similarly significantly affect the natural person".