

# LLM-based Assistant for GDPR Compliance in the Employment Relationships

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## ABSTRACT

The enforcement of the General Data Protection Regulation (GDPR) across the European Union is incoherent, as the same legal article is often interpreted differently by national Data Protection Authorities (DPAs). These discrepancies are particularly visible in employment-related cases, where issues such as workplace surveillance, employee consent, or data retention frequently arise. Legal texts are often long, intricate, and inaccessible to non-specialists, which poses a significant barrier to understanding, compliance, and rights enforcement. In order to address this gap, we introduce a Large Language Model (LLM)-based Assistant that automatically extracts, organizes, and summarizes GDPR decisions related to employment law, called Assist2GDPR. The assistant aims to reformulate legal decision that they may be easily understandable for non-specialists and to provide a detailed legal breakdown including facts, violated articles, sanctions and corrective measures for the specialists. By bridging the gap between legal complexity and real-world accessibility, our tool empowers individuals and organizations to better understand their rights, obligations, and legal risks under the GDPR, bringing clarity, transparency, and practical value to a highly nuanced regulatory landscape.

## CCS CONCEPTS

• Computing methodologies • Artificial intelligence • Natural language processing • Information extraction

## KEYWORDS

GDPR, LLM, Legal AI, Natural Language Processing

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## 1 INTRODUCTION

The GDPR is directly applicable in all European Union Member States, establishing a harmonized legal framework for the protection of personal data [1].

Although uniform in legal force, the GDPR enforcement and interpretation can differ across Member States, which generates fragmentation and uncertainty. We propose Assist2GDPR, a Large Language Model (LLM)-based Assistant capable of analyzing all Data Protection Authorities' (DPA) decisions in order to support HR professionals, judges, Data Protection Officers (DPO), legal practitioners, and institutions, by means of aligning compliance strategies with prevailing interpretations. Furthermore, it would offer accessible insights for individuals, enhancing transparency and awareness of their rights in the workplace.

As noted in [2-4] applying GDPR principles in the employment field requires careful contextualization, given the power asymmetries and the sensitivity of workplace data. Assist2GDPR will address these issues. We present our work in progress related to the development of the Assist2GDPR including its architecture and the functionalities.

## 2 RELATED WORK

Various legal technology tools have emerged in order to support GDPR compliance, ranging from general-purpose legal research platforms to specialized AI-driven solutions. CompAI is a tool designed to check the completeness of privacy policies by comparing their contents against a conceptual model of GDPR requirements [5]. Similarly, the GDPR consent management and compliance verification tool presented in [6] focuses on managing consent through semantic technologies, knowledge graphs, and automated audit capabilities.

While these systems make significant contributions to policy-level compliance and consent tracking, they often lack support for cross-jurisdictional decision analysis, role-adapted guidance, and natural language reasoning about legal decisions. Tools such as DoNotPay and general LLMs (e.g. ChatGPT, Claude AI) provide broad legal assistance, but they are not tailored to the nuances of GDPR enforcement diversity or workplace-specific data protection scenarios [4]. Moreover, most of the existing tools focus heavily on document-level compliance rather than integrating contextual legal reasoning, plain language reformulation, and stakeholder-specific recommendations [7]. Of

our knowledge, there is no GDPR tool supporting the specialist and the non-specialist in the employment field.

### 3 ASSIST2GDPR ASSISTANT

The key functionalities considered for Assist2GDPR include: automatic extraction and thematic categorization of relevant decisions, accessibility for various user profiles, clear and intuitive explanations with legal justifications, natural language-based interactions, intuitive visual representations of information, practical advising, a scenario-aware chatbot capable of responding to real-world employment-related GDPR queries, alert notifications. The Assist2GDPR architecture is composed of four core components, as shown in Figure 1, User Interface, Prompt Tool, LLM API, and LLM Output.

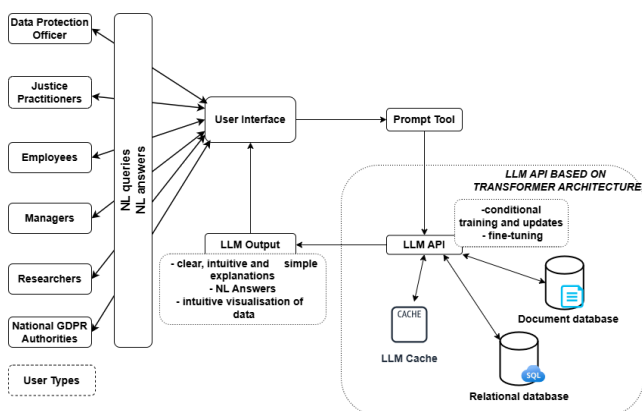


Figure 1. Assist2GDPR architecture

User Interface works as a chatbot-style supporting both free-text questions and predefined form-based queries taking into account the users' preferences.

Prompt Tool translates user's queries into structured prompts optimized for LLM input. It incorporates role-specific and legal context to ensure high relevant LLM responses.

The LLM API receives the structured queries from the Prompt Tool and performs a local search in LLM Cache and, in case of failed search, it continues processing documents and structured data from the two databases. LLM cache enhances the efficiency of our assistant, by decreasing the response time and the computational resources. Cached responses are tagged by query semantics and user role, enabling quick matching and reuse when appropriate.

The Document Database contains GDPR enforcement decisions from EU countries as PDFs or .txt files, extracted from [www.enforcementtracker.com](http://www.enforcementtracker.com).

The Relational Database contains structured case metadata (e.g. country, authority, date, sanction type), which facilitates filtering and statistical analysis.

Each outcome of the LLM Output consists of two layers: the former is a simplified explanation for non-experts, and the latter is a detailed legal rationale for specialists in GDPR.

We present two use cases of Assist2GDPR usage: 1. Simplified understanding of GDPR decisions (Non-experts): A user without

legal training wants to understand why a company was fined. Example prompt: "Why was Company X fined under the GDPR?" Expected output: "Company X was fined because it used employees' images without their permission for disciplinary investigation. This is against GDPR rules, which states that companies must clearly explain how they use your data and ask for your agreement." 2. Legal breakdown of cases (Experts): A legal practitioner or journalist wants precise legal details. Example Prompt: "Give me the legal basis for the fine issued to Company Y in Spain." Expected Output: In fact: Company Y processed employee data without valid consent and used surveillance without informing staff. In law: Violation of Article 6 (lawful basis for processing), Article 13 (transparency), and Article 5(1)(a) GDPR. Sanction: €2.5 million fine and corrective measures (revise data policies, implement employee notices).

### 4. CONCLUSIONS

The Assist2GDPR tool provides a LLM-based solution by making decisions from DPAs more accessible, understandable, and relevant to real workplace scenarios. By means of automatic key facts extraction, natural language reformulation, and tailored responses based on user type, the assistant enhances transparency, it helps to prevent common compliance errors, and supports GDPR compliance.

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