ABOUT THE PROJECT

The digital transformation of the economy which brings increased use of AI systems into the EU workplaces is a diverse topic with a major impact on everyday life for the world of work and society as a whole. EU Member States deal with these challenges in different ways, due to different social and economic situations, labour markets, industrial relations systems and existing initiatives, practices and collective agreements.

The European social partners have been involved in the discussion on the regulation of AI from an early stage. In response to the problems and challenges of digitalisation for labour markets and the world of work, as well as for society as a whole, the European social partners signed the Framework Agreement on Digitalisation, which is designed to encourage and help employers and workers in the EU Member States to be a leading force in the processes of digital transformation in the world of work. This Agreement sets out guidelines and principles for how and under what circumstances AI is applied in the world of work and it points to the fact that currently most businesses in Europe are still in the early stages of using new AI-based capabilities to optimise work processes or create new business models, so it is important to explore the possibilities of using AI or machine learning for economic success and good working conditions.

The project aims to find joint solutions by the national social partners:

_____ For managing the effects of AI and algorithmic management and its massive impact on the work of the future;

_____ To address the important issues related to the employment relationships;

_____ To find appropriate mechanisms, practices and initiatives for a timely anticipation of the skills needs of tomorrow and a forward-looking upskilling and reskilling of the existing workforce - a fundamental requirement for the success of AI that works for all;

_____ To raise awareness of how with the implementation of right strategies and by guaranteeing the Human in Control principle, AI could bring clear benefits and added value for employers and workers, by providing new labour market opportunities, new ways of organising work and improvement in working conditions.

BENEFICIARIES

Confederation of Independent Trade Unions in Bulgaria (CITUB)
Confederation of Employers CONCORDIA (CPC), Romania
Cyprus Employers & Industrialists Federation (OEB)
Cyprus Workers' Confederation (SEK)
General Workers' Confederation (CGIL), Italy
General Workers Union (GWU), Malta
Services, Industrial, Professional and Technical Union (SIPTU), Ireland
The Malta Chamber of Commerce and Enterprise Association (TMCCEA)
Warsaw School of Economics (SGH), Poland

ASSOCIATED PARTNERS

Bulgarian Industrial Association (BIA)
Confederation of Employers and Industrialists of Bulgaria (KRIB)
European Trade Union Confederation (ETUC)
Irish Business and Employers' Confederation (IBEC)
Malta Business Foundation (MBB)

AFFILIATED ENTITY

Fondazione Giuseppe Di Vittorio (FDV)

TRANSFORMWORK 2 / PROJECT 101145650

Trans Form Work II

co-funded by EU

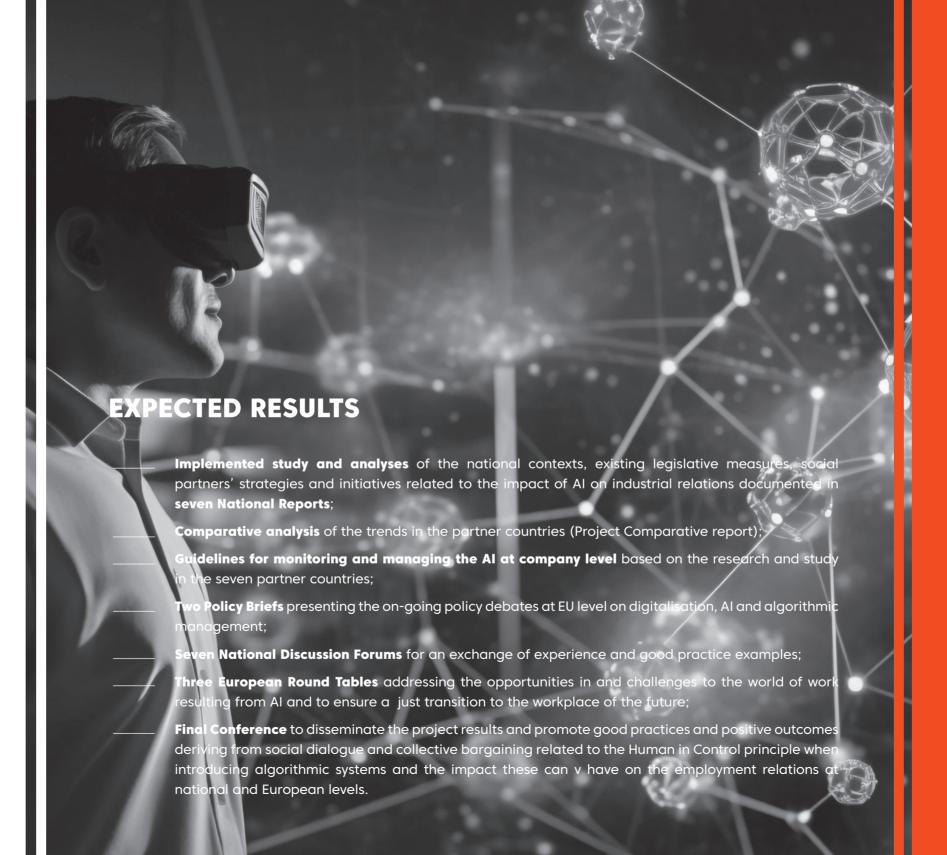# SOCIAL PARTNERS TOGETHER TOWARDS A BETTER AND EFFECTIVE REGULATION OF ARTIFICIAL INTELLIGENCE FOR A JUST TRANSITION TO THE WORK OF THE FUTURE

PROJECT SPECIFIC OBJECTIVES

> **To study the national context, existing legislative measures and social partners' strategies and initiatives** related to the impact of AI on industrial relations (and more precisely the regulations as envisaged by the Framework Agreement on Digitalisation and other key EU social partners' documents). Thus the analysis will address issues like human-in control principle, algorithmic management and decision-making, protection of human dignity from the impact of algorithmic systems at work and from psychosocial risks; social partners training systems for employee retention (and AI usage in particular); how the data from algorithmic management impact the collective bargaining and the conclusion of collective labour agreements;

> **To address the challenges faced by social dialogue** deriving from two of the pillars of the Framework Agreement on Digitalisation: a) Artificial Intelligence and Guaranteeing the Human in Control Principle; and b) Respect of Human Dignity and Surveillance, and the new opportunities presented by digitalisation

> **To make a comparative analysis** of the trends in the partner countries and to elaborate guidelines for monitoring and managing the AI at company level, based on the research and study in the seven partner countries and the European and national events conducted as part of the project;

> To support the European social partners in their endeavours for the **adoption of an EU Directive on Algorithmic Systems at Work** and to raise awareness and enhance the capacity of the national social partners to introduce, in their respective countries, new regulations on the use of AI and respecting the human in control principle when using algorithmic management;

> **To improve the understanding of employers, workers and their representatives** of the opportunities in and challenges to the world of work resulting from AI and to ensure a just transition to the workplace of the future;

> Within the context of the new employment relations imposed by the new technologies and especially AI, to **organise discussions and exchange experiences and good practice examples** and the role of the social partners and social dialogue in this process in the context of its new dimensions at national and transnational levels;

> **To promote good practices and positive outcomes** deriving from social dialogue and collective bargaining related to the Human in Control principle when introducing algorithmic systems and the impact they have on the employment relations at national level by elaborating two Policy Briefs (one policy brief per year) and presenting the on-going policy debates at EU level on digitalisation, AI and algorithmic management;

> **To explore the necessity for amendment of the existing national legal frameworks** for better regulation of AI in order to enhance the implementation of the Framework Agreement on Digitalisation and to foster the adoption of the proposed EU Directives on Algorithmic Systems and Psychosocial Risks, including the AI Act Regulation (2024/1689) and to make suggestions to the national and European relevant institutions.

EXPECTED RESULTS

Implemented study and analyses of the national contexts, existing legislative measures, social partners' strategies and initiatives related to the impact of AI on industrial relations documented in **seven National Reports**;

Comparative analysis of the trends in the partner countries (Project Comparative report);

Guidelines for monitoring and managing the AI at company level based on the research and study in the seven partner countries;

Two Policy Briefs presenting the on-going policy debates at EU level on digitalisation, AI and algorithmic management;

Seven National Discussion Forums for an exchange of experience and good practice examples;

Three European Round Tables addressing the opportunities in and challenges to the world of work resulting from AI and to ensure a just transition to the workplace of the future;

Final Conference to disseminate the project results and promote good practices and positive outcomes deriving from social dialogue and collective bargaining related to the Human in Control principle when introducing algorithmic systems and the impact these can v have on the employment relations at national and European levels.

METHODOLOGY

The research and analytic activities will be undertaken in four stages:

Stage 1 - Desk research of the national context, existing legislative measures, social partners' strategies and initiatives related to the impact of AI on employment and workers;

Stage 2 (qualitative and quantitative data) - Interviews with selected respondents from the social partners and other key institutions;

Stage 3 - Analysis, conclusions and recommendations (documented in seven national reports) aimed at exploring the necessity for amendment of the existing national legal frameworks for better regulation of AI in order to enhance the implementation of the Framework Agreement on Digitalisation, to foster the adoption of the proposed Directives on Algorithmic Systems and Psychosocial Risks and to make suggestions to the relevant national and European institutions;

Stage 4 - Comparative analysis (Comparative Report) of the seven national reports, including the main conclusions and recommendations;

Elaboration of Guidelines for monitoring and managing the AI at company level;

Two Policy Briefs to present the on-going policy debates at EU level on digitalisation, AI and algorithmic management;

Seven National Discussion Forums for discussions and exchange of experience and good practice examples on the role of the social partners and social dialogue for managing and monitoring the impact of AI in the context of its new dimensions at national and transnational levels;

Three European Round Tables to promote good practices and positive outcomes deriving from social dialogue and collective bargaining related to the Human in Control principle when introducing algorithmic systems and the impact they have on employment relations at national level;

A Final International Conference to present and discuss the overall outcomes of the project, to disseminate the key findings, to encourage a broader debate on how to best respond to the benefit that can come from the digital transformation at the workplace.