

TransFormWork 2 / Project 101145650

Social partners together towards a better and effective regulation of Artificial Intelligence for a just transition to the work of the future

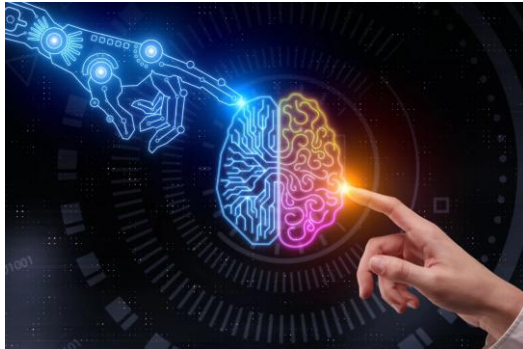
**First European Round Table
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**Cinzia Maiolini
Filctem CGIL**

What's the problem with IA?



- There are no aspect of labor law and organization that are not affected by the development of digital technologies, especially the application of AI tools. We have to deal with it!
- everybody knows that the “food” for IA are all data that workers produce in every single moment
- Hence the need to conceive, develop and implement a common strategy for IA



Perhaps is INTELLIGENT.

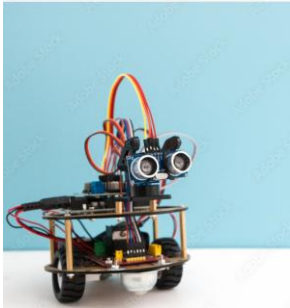
Definitely ARTIFICIAL.

But surely not NATURAL and FAIR.

What is the role of the Union

If more and more sophisticated AI mechanism are used to process data, evaluate performance, employability, working organization, etc.

we can call them **decision makers** so....



We have to do our job

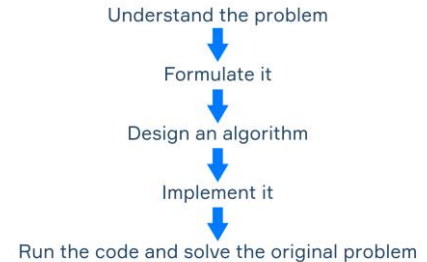
we have to bargain for:

- work organization
- time of work
- salary
- health and safety
- security



There is not a stand alone algorithmic power, who really decides

- The first question for us is: does the company use an AI system?
 - If yes, who decided, why, and who designed the system?
 - Which is the goal?
 - Who was consulted, who was involved in the decision?
 - And finally, who owns the data and who has access to them?
-



We need a more specific regulatory approach

- we want to be INFORMED and CONSULTED
 - we want to CO - PARTECIPATE
 - we want to CO - CONSTRUCT AI
-



What do workers want?

To co - determine

- purpose
- expected output and input data set

To negotiate

- appropriate training for the use of the new technology
- the organization of work

To establish

- periodic audits to verify congruence between expected and actual output



What about the use of AI for health & safety and security

That's ok but....there's a big risk about
continuous monitoring and surveillance.

Who owns these data?!?



The issue of productivity



The increase of productivity related to IA system is ENORMOUS

THE BENEFITS SHOULD BE SHARED WITH WORKERS

- Higher wages
- Working time reduction
- Quality of work
- Health & safety



It's a revolution!! We need a new alliance between human being

