

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

**Second European Round Table
Bologna, 27 March 2025**

THE TRANSFORMWORK 2 PROJECT – AIMS AND OUTCOMES

Ina Atanasova, manager of the project

FROM TRANSFORMWORK 1 TO TRANSFORMWORK 2

Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalization – TransFormWork - VS/2021/0014

- focused on the implementation of the European Social Partners Framework Agreement on Digitalisation in seven EU Member States (Bulgaria, Cyprus, Estonia, Ireland, Malta, Romania and Sweden), with the objective of exploring the impact of digitalisation on social dialogue at national level and to explore a number of good practice examples in the partner countries related to existing initiatives, practices and collective agreements in the context of the digital transformation of the world of work.
- Seven BENs (CITUB, BIA, EEC, The Malta Chamber, SEK, OEB, SIPTU); 7 Associated organizations (ETUC, BusinessEurope, Concordia, Ibec, LO Sweden; Confederation of Swedish Enterprise, GWU) and one affiliated entity: MBB

TRANSFORMWORK 2 - PROJECT CONSORTIUM

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

ASSOCIATED PARTNERS

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

AFFILIATED ENTITY

Fondazione Giuseppe Di Vittorio (FDV)

Project specific objectives

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- 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 FA on digitalization 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 the two pillars of the FA 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 7 partner countries and the conducted European and national events;



Project specific objectives

- To support the European social partners in their endeavors 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 experience 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;



Project specific objectives

- **Implemented study and analyses** of the national contexts, existing legislative measures and 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 7 partner countries;
- **Two Policy Briefs** presenting the on-going policy debates at EU level on digitalization, AI and algorithmic management;
- **Seven National Discussion Forums** for exchange of experience and good practice examples;

Expected results and deliverables



Expected results and deliverables

- **Implemented study and analyses** of the national contexts, existing legislative measures and 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 7 partner countries;
- **Two Policy Briefs** presenting the on-going policy debates at EU level on digitalization, AI and algorithmic management;
- **Seven National Discussion Forums** for exchange of experience and good practice examples;
- 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 2 Policy Briefs (one policy brief per year) presenting the on-going policy debates at EU level on digitalization, AI and algorithmic management;
- **Amendments 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 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 and deliverables

- **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 they have on the employment relations at national and European levels

What we have done so far





Work packages

WORK PACKAGE 1

Project management and coordination

- 4 SC meetings. The kick-off meeting took place in Sofia/BG on 24 and 25 April 2024; the 3d SC meeting took place in Dublin on 16 October 2024, 3 more SC meetings were carried out online via Zoom.
- Developed Project plan, communication and dissemination strategy
- Project sections on the web sites of all BENs and translated and published research documents



Work packages

WORK PACKAGE 2 Research and Analysis

- Analytic framework for the research (structure, methods, questionnaires, etc.)
- Guidelines for the content and structure of the National Reports, Comparative Report and Guidelines for monitoring and managing the AI at company level.
- Desk Research, Quantitative and Qualitative Data Collection and Analysis
- One Policy Brief



Work packages

WORK PACKAGE 3 Dissemination and Promotion Activities

- One European Round Tables in Ireland (15 October 2024);
- National Discussion Forums;
- Dissemination of all the published project deliverables; publication on the websites of the BENs, APs and any interested National or European Institutions;
- Creation of a project logo, a project leaflet and project templates
- Dissemination of the project outcomes via press-conferences, through the social medias, scientific magazines, other related events, etc.