

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

Review of AI at the National Levels – Panel Discussion (10' each)

Bologna, March 27th 2025



Activities on the national level

- Government and its activities
- Social partners – Social Dialogue Council

The Polish government's policy initiatives concerning AI

- Strategic framework for AI policy - „Actions/policies for the development of artificial intelligence in Poland from 2020”
- The government planned to publish a new strategy document on AI Policy by the end of 2024, but that did not happen.

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- The government has announced a systematic monitoring of the impact of technological changes on the labor market; it has set up the Labor Market AI Observatory.

Cd - the concept of the Polish AI ecosystem



- The Ministry of Digital Affairs has established the concept of the Polish AI ecosystem.
- The Ministry understands it as a framework where various AI-related elements—such as law, ethics, and technical and organizational standards—are designed to ensure mutual interaction.
- This concept is very much business-oriented, designed to financially support companies producing AI systems.

Cd - preventing AI-driven unemployment



- The government plans to counteract the unemployment caused by AI.
- It will promote flexible job creation for disadvantaged groups in the labor market.
- It underlines that counteracting AI unemployment is to be done in dialogue with the market, and preceded by socio-economic analysis.

Cd – from the perspective of companies

The government has announced a policy package aimed at supporting new artificial intelligence companies.

This includes:

- eliminating legislative barriers and administrative burdens for these companies,
- mechanisms for financing their development,
- facilitating cooperation between start-ups and the government,
- implementing the *digital sandboxes* - regarded as controlled environments where businesses, can test AI products without being immediately subject to full regulatory compliance.

There are more strategic documents with references to AI

- The National Recovery and Resilience mentions the important role for artificial intelligence (AI) and state intervention to shape it.
- This Plan assumes funding the projects for companies related to robotisation, artificial intelligence or digitisation of processes, technologies, products or services , etc.

Protecting jobs from AI –

a list of professions that require protection against the influence of AI



- At the end of 2024, the Minister of Family, Labour and Social Policy put forward the concept of creating a list of professions that require protection against the influence of AI.
- It is designed to reserve some tasks only for humans, especially creative professions that affect cultural heritage and language.
- The ministry is conducting extensive consultations and reviewing available data to be able to comprehensively assess which professions and industries could require special protection against the impact of artificial intelligence (january 2025)

Around implementation of AI ACT in Poland


Around implementation of AI ACT in Poland

- The government has started to implement the AI ACT.
- The initial step was to draft a bill on artificial intelligence systems in 2024.
- Pre-consultations (done in April-May of 2024), and proper public consultations (about 150 organisations participants including social partners),
- As a result of various opinions expressed, the government redrafted its initial bill.

AI product market surveillance authority / Market Control and Surveillance

- The public consultation concerned institutions that must be - according to the AI Act - set up to supervise the market for AI products and to supervise their use.
- During the consultations, the question was discussed whether a new institution should be established or an existing institution should be employed to supervise the market for AI products .

Cd - the Commission on the Development and Security of Artificial Intelligence

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- According to the draft law, the newly established institution, *the Commission on the Development and Security of Artificial Intelligence*, will be responsible for supervision.
 - It is intended to examine applications for authorisation to place on the market or put into service certain artificial intelligence systems considered to be high-risk systems.
 - It is to monitor the use of AI systems.

the second institution - *notifying authority*

- On the other hand, the existing Polish Centre for Accreditation would act as a notification body (notifying authority).
- It will supervise the respect of the principles of designation, monitoring and regulation of notifying bodies.
- It will ensure that notification bodies meet standards of competence, impartiality and reliability in AI systems assessments.

Social Council for Artificial Intelligence



- The bill assumes that the Commission will establish a Social Council for Artificial Intelligence.
- It will be an opinion and advisory body that will bring together experts.
- Representatives of the Social Dialogue Council will be able to participate in the meetings of the Commission - without the right to vote - as representatives of the employees and employers' side.

Trade unions are demanding changes to the bill

- They want to strengthen the role of the members of the Social Dialogue Council in the Committee on Development and Security of Artificial Intelligence.
- All-Poland Trade Union Alliance (OPZZ) called for them to be full members of the Commission.



The unions try to convince that the participation of representatives of the Social Dialogue Council in the Commission would ensure

- proper supervision „over the functioning of algorithms, their compliance with social dialogue standards and preventing potential abuse by employers,
- transparent implementation of AI with respect for employee rights and co-decision on the principles of using technology at work.

It was noted that this is „especially important for people doing platform work, such as couriers or drivers. They are particularly vulnerable to abuses related to the operation of algorithms.


The employer's perspective on the implementation of AI ACT in Poland



The Leviathan Confederation made available its position in April 2024 as part of a preliminary consultation.

The Confederation's focus was mainly on the structure of competences assigned to the Commission on the Development and Security of Artificial Intelligence.

The Confederation focused mainly on the competence of this body in relations to foreign companies and if supervisors will be able to conduct controls / checks and administrative proceedings at the same time.

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- Employers have drawn attention to the Commission's access to enterprises' data.,
 - It was emphasized that even courts do not have access to some data in the case of specific legal proceedings.




What the National Partners do ...

NSZZ Solidarity and the Leviathan Confederation



- NSZZ Solidarity and the Leviathan Confederation have worked together what resulted in a draft of the National Action Plan as a tool to implement the European Social Partners Framework Agreement on Digitalisation in Poland
- The draft was done within the International project named „*Initiating activities to implement the European Social Partners Framework Agreement on Digitalisation (EFAD)*”, co-funded by the European Union.
- The 10 partners from 5 countries including CISL (Italy), BLOCUL (Romania), In strat Foundation (Poland), with cooperation of : Europejska Konfederacja Związków Zawodowych (ETUC), LPS „Solidarumas” (Lithuania), KSS (North Macedonia) employers organisations – LDK (Lithuania) and OEM (North Macedonia).

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- The draft of The National Action Plan was formulated, but not yet accepted by all the representative social partners from the Social Dialogue Council (tripartite body)
 - The National Action Plan focused on the significance of „right to disconnect” regarded as a labor right concept.
 - The IA issues were not included into the draft as the partners have not discovered common ground.

NSZZ Solidarity – the union's
general approach to AI systems

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- The union's leaders formulated their position on 04/12/2024.
 - They recognized that automation and innovative solutions can contribute to strengthening the efficiency and competitiveness of Polish industry on the global market.
 - At the same time, the needs of workers should be taken into account and action taken to limit the potential negative effects of technological transformation.
 - Changes made in companies cannot be at the expense of employees.



- The union's main concerns –
- The issue of stability and security of employment for employees.
- The union underlines the importance of updating skills, plans for retraining.
- The union's concept on how to collect financial resources to fund retraining programs - technological companies should be taxed (BigTech) to raise money for training programs.

The union's position: consultation should be run before employers implement AI systems




- Employers should also consult the implementation of AI systems with trade union representatives and employees to ensure that these technologies serve their interests and do not violate their rights.



The union points to the importance of tripartite dialogue in a situation where technological changes are ongoing in many sectors.

- Cooperation between employers, trade unions and state institutions is essential.
- They should jointly create „appropriate support tools that will ensure a smooth transition between liquidated and newly created jobs“.



The union formulated additional requirements that pertain to the use of information technology to assess or monitor working individuals.

- IA algorithms should be fully transparent, ensure the protection of personal data.
- They should not be fully automated.
- Algorithms should be regularly audited and adapted to the standards of equality and non-discrimination.
- Employees should know what data is collected about them and how it will be used.



- The unionists participate in the parliamentary committee and work on the amendment to the trade union act.
- the amendment relates to the unions' right to know the IA algorithms used in companies they operate in.
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Leviathan Confederation and its recommendation

- **The Leviathan Confederation has created a set of recommendations on** how to implement the IA Act in Poland.
- They underline ensuring the security of personal data in AI-based systems, including creating a uniform standard for marking content generated using AI systems,
- The importance of copyright law in the context of AI,
- state oversight of artificial intelligence to ensure a non-discrimination in the way AI systems operate,
- Constant monitoring of the impact of AI-based solutions on the labor market.

Employers' regulatory approach

- Employers support the regulatory approach - not to overregulate. The reason is that it would block the AI development.
- The views expressed by Digital Poland Association (Związek Cyfrowa Polska) which is part of the Union of Interpreneurs and Employers (Związek Przedsiębiorców i Pracodawców).



- The Confederation wants the government to support Polish companies offering solutions based on AI and using such solutions,

Thank you!

