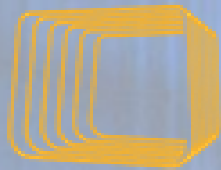


**13th Annual NERI Labour Market Conference
Thursday 29 May 2025 - Ulster University, Belfast**



**Trans
Form
Work II**

TransFormWork II

KEVIN P O'KELLY
Project Coordinator

**The project is implemented with
the financial support of the European Commission –
DG Employment, Social Affairs and Inclusion**

TransFormWork 2

TransFormWork 1 studied how the **European Social Partners' Framework Agreement on Digitalisation** was implemented in seven EU Member States (2021-2023)

TransFormWork 2 is focused on two of the Pillars of this Framework Agreement:

Pillar 3: Artificial Intelligence and Guaranteeing the *Human in Control* Principle

Pillar 4: Respect of Human Dignity and Surveillance

TransFormWork 2

- Objective is to identify the impact of Artificial Intelligence (AI) and the use of algorithmic management in the employment relationship in five business sectors in the partner countries
- To identify appropriate innovative strategies, mechanisms and practices for the successful application of AI and ensuring the *Human in Control* principal
- Project partners from seven EU Member States:
Bulgaria; Cyprus; Ireland; Italy; Malta; Poland; and Romania
- Focus is on five business sectors:
**Education; Financial services; Health services;
Industrial production; News media**

What is AI? - Definitions

AI Act Regulation came into force in August 2024, so there is now an EU-level legal definition of AI: Article 3 (1):

AI system' means a machine-based system that is designed to operate with varying levels of autonomy and that may exhibit adaptiveness after deployment, and that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as predictions, content, recommendations, or decisions that can influence physical or virtual environments.

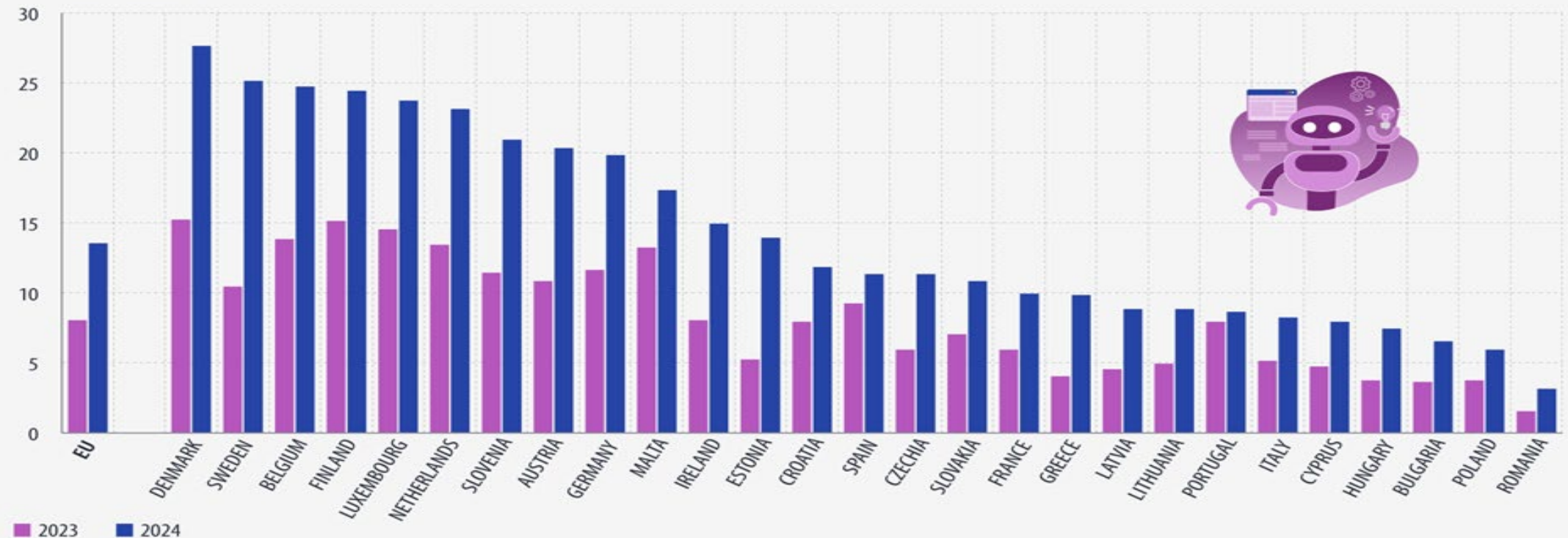
AI Definition – *However!!*

Artificial intelligence (AI) refers to computer systems capable of performing complex tasks that historically only a human could do, such as reasoning, making decisions, or solving problems

Artificial Intelligence in EU Member States (2024)

Enterprises using AI technologies, EU, 2023 and 2024

(% of enterprises)

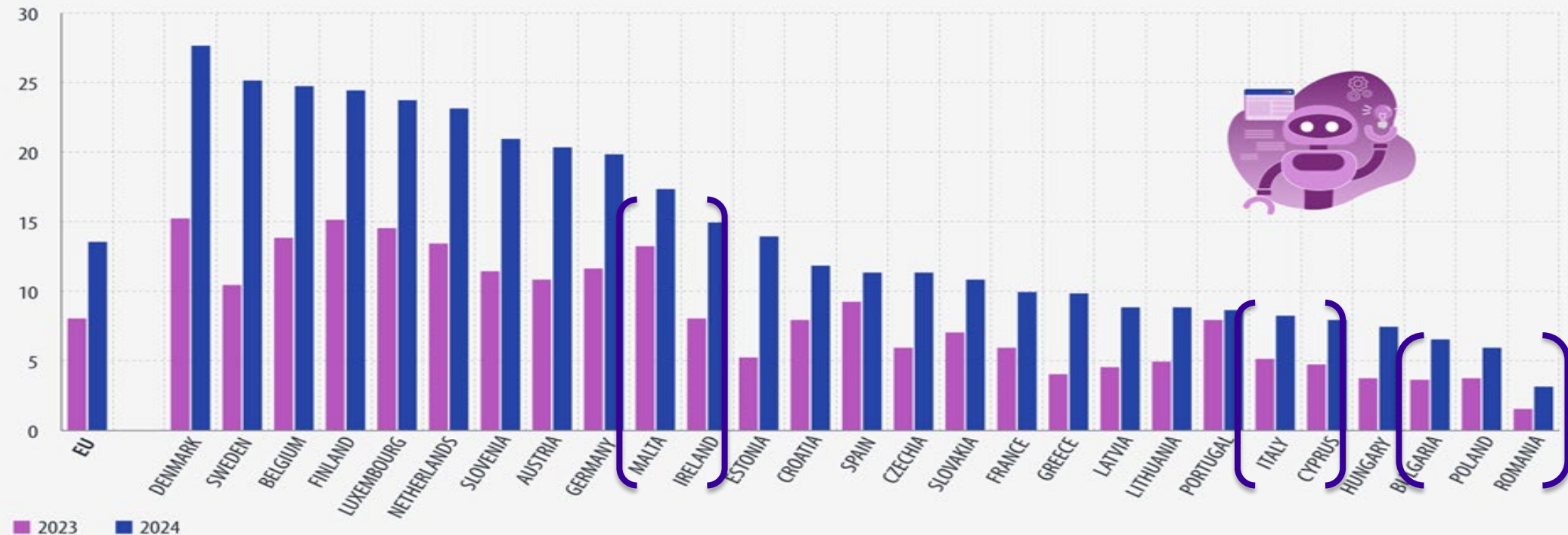


France and Sweden: break in time series in 2023.

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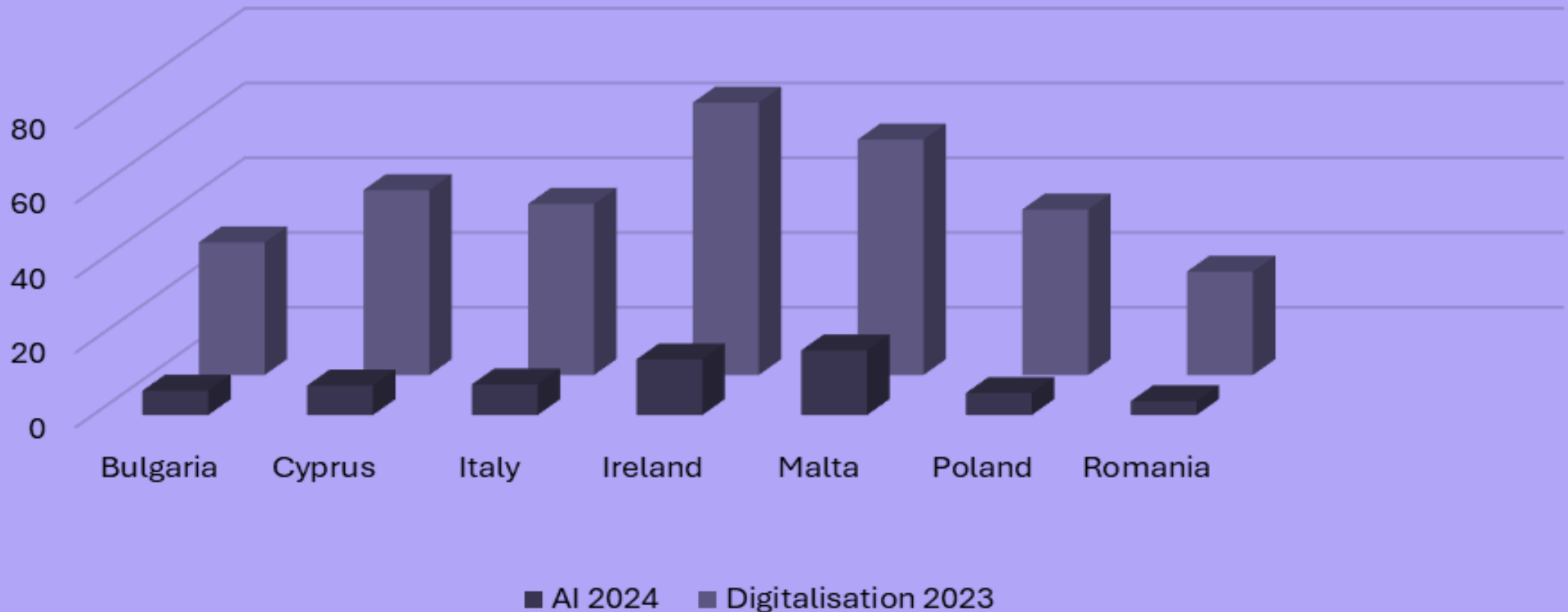
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Enterprises by size %

TransFormWork 2 Partners	Using AI (% 2024)	By Size of Enterprise %		
		Small	Medium	Large
Bulgaria	6.47	3.0	5.5	13.8
Cyprus	7.9	6.3	14.3	34.9
Italy	8.2	6.2	5.4	24.3
Ireland	14.9	12.0	25.0	51.2
Malta	17.3	17.0	33.0	50.0
Poland	5.9	4.0	10.4	4.0
Romania	3.07			
EU 27	13.48	11.21	20.97	41.17

European Commission Digitalisation in Europe (2024)

90%+ use internet at least once a week; 56% have basic or above basic digital skills



“Story so far...”

Desk research into and comparison of Government / National Policies - **Completed:**

Initial findings:

Governments in all partner countries have published National Policies, e.g.:

2020: Bulgaria, Cyprus and Poland; 2021: Ireland; 2024: Romania

Italy adopted relevant legislation on AI in 2020

Malta set up the *Digital Innovation Authority* in 2018, published a policy paper in 2024 and now has a *rolling policy* approach

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Key early finding from desk study:

- ❑ Significant gap in the use of AI between rich and poor Member States

e.g.

Luxembourg / Sweden
compared to
Romania / Portugal

- ❑ Significant gaps within Member States between Large enterprises / Medium sized enterprises / SMEs

Use of AI in Ireland

- ❖ AI policy in Ireland set out in:
 - *AI–Here for Good (2021)* - updated in November 2024
 - *Harnessing Digital – The Digital Framework for Ireland (Feb 2022)*
 - *Artificial Intelligence: Friend or Foe (June 2022)*
- ❖ CSO (Feb 2025) estimates in 2024 that **94%** of the Irish population used the internet on a daily basis in January, 2023

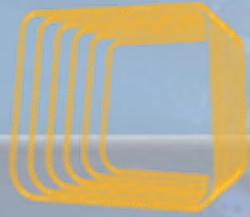
Use of AI in Ireland

- ❖ **CSO (2024): 15% of all enterprises indicated that they use AI technologies in some capacity, for example, for**
 - **Natural language generation (7.4%)**
 - **Data mining (6.5%)**
 - **Automating workflows or assisting in decision making (6.4%).**

- ❖ **EU Role of Data Protection Commission (DPC)**
- ❖ **Social Partners' policies**

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- ❑ Detailed survey of selected social partners by questionnaires for each sector:
 - ❖ Underway
- ❑ Analysis and Comparative Report by early 2026
- ❑ Final conference in Sofia, April 2026



Trans
Form
Work II

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

Go raibh maith agat

Thank you

<https://www.siptu.ie/projects/trans-form-work-ii/>

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