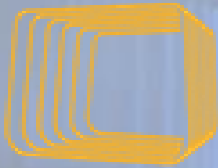


NERI 14th Labour Conference 2026



Trans
Form
Work II

TransFormWork 2

KEVIN P O'KELLY
Project Coordinator

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

NERI Labour Market Conference
26 May 2026

TransFormWork 1

European Social Partners Framework Agreement on Digitalisation

Four Pillars:

1. DIGITAL SKILLS AND SECURING EMPLOYMENT
2. MODALITIES OF CONNECTING AND DISCONNECTING
3. ARTIFICIAL INTELLIGENCE AND GUARANTEEING
THE HUMAN-IN-CONTROL PRINCIPLE
4. RESPECT OF HUMAN DIGNITY AND SURVEILLANCE

TransFormWork 2

.... 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

Nine National Partners:

**CITUB; CPC Concordia; CGIL/FDV; Malta Chamber; GWU;
SEK; OEB; SIPTU; SGH (Academic partner)**

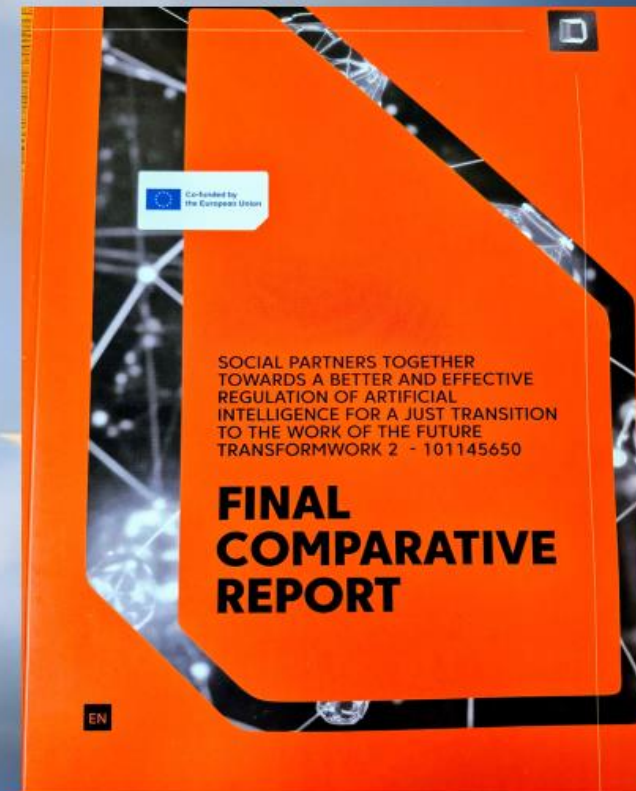
**... from: Bulgaria; Cyprus; Ireland; Italy; Malta; Poland;
and Romania**

Associated Partners included ETUC; BIA; and Ibec;

Overview of the research

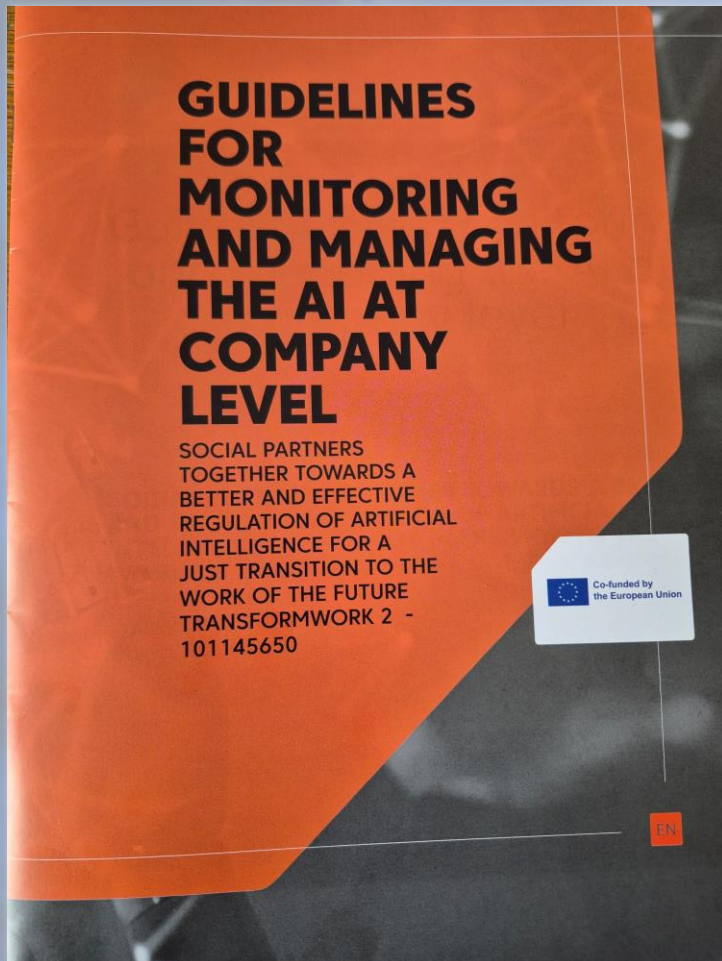
- ❑ Mapping of AI and Algorithmic Management in 5 Business Sectors:
**Education; Financial Services; Health Services;
Industrial Production; and News Media**
- ❑ Questionnaires to employers and trade union representatives
- ❑ National reports – based on desk research and survey findings
- ❑ *Comparative Analysis* (Report) - including overview of AI policies
- ❑ *Guidelines for monitoring and managing AI at company level*
- ❑ *Two policy briefs* (included in Comparative Report)
- ❑ Three European Roundtables + seven national fora
- ❑ Final conference – Sofia end-March, 2026

Comparative Report in 5 Languages



<https://maltachamber.org.mt/transformwork-2/>

Guidelines for Monitoring and Managing AI at Company level



- ❖ Also in five languages
- ❖ National case studies
- ❖ Ireland: includes case study on FSC / Bofl collective agreement on the use of AI

https://maltachamber.org.mt/wp-content/uploads/2026/02/Guidelines-EN_compressed.pdf

What is AI? - Definitions

EU 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.

However: TFW 2 Definition

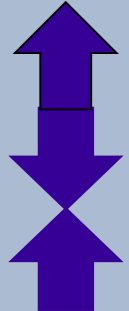
Artificial intelligence (AI) refers to computer systems capable of performing complex tasks that historically only a human could do, such as reasoning, making decisions, or solving problems

AI IN ENTERPRISES – 2004 and 2025

TransFormWork 2 Participating Member States	Using AI % 2024	Using AI % 2025
Bulgaria	6.5	8.5
Cyprus	7.9	9.3
Italy	8.2	16.4
Ireland	14.9	19.6
Malta	17.3	21.6
Poland	5.9	8.4
Romania	3.1	5.2
EU 27	13.5	20.0

Enterprises using AI

2024	2025
1 Denmark (28%)	1 Denmark (43%)
10 Malta (18%)	11 Malta (22%)
11 Ireland (15%)	14 Ireland (19%)
22 Italy (7%)	18 Italy (17%)
23 Cyprus (7%)	23 Cyprus (9%)
25 Bulgaria (6%)	25 Bulgaria (8%)
26 Poland (5%)	26 Poland (8%)
27 Romania (3%)	27 Romania (5%)



Based on Eurostat data

Findings - Challenges and Best Practices

Challenges

- Limited transparency
- Insufficient AI skills training
- Weak enforcement of the *Human-in-Control* principle
- Low unionisation in private education and media sectors

Examples of Best Practices

- Italy: Bipartite training on AI ethics
- Ireland: FSU research into impacts of algorithmic management
- Malta: Joint TU and management observatories
- Cyprus: Advocate extending principles for platform work to non-platform work arrangements
- Poland: Draft sectoral agreements on algorithmic auditing

Findings – Sectoral Overview

Sector	Main Applications observed in Study	Main Concerns
Education	- Automation of admin services - Detecting plagiarism - Personalising learning tools	Monitoring of teachers is rare
Financial services	- Detection of fraud and money laundering - Customer services / ‘chatbots’ - Back-office automation	Cases of employee performance audits
Health services	- Diagnostic imaging - Predictive analytics - Automated robotic processes	Unauthorised employee surveillance
Industry	- Robotics - Automated quality control ‘Cobots’	Job displacement
News media	- Generating content - Fact-checking - Social-media analytics	Fears of ‘job substitution’ and copyright infringement

Key Findings

- ❖ Growing Gap between Member States
- ❖ Growing Gap within Member States between large / medium / and small enterprises
- ❖ In key sectors using AI – there are challenges for employment creation / job losses – such as in:
STEM / Administration / Records / HR management

Key Findings

- ❖ Automation / Customer services
- ❖ Younger / Older workers
- ❖ Consultation of workers / worker representatives
- ❖ *Human-in-Control* principle

TFW 2 - Recommendations

- EU level:
 - Launch a *Social Partners' Action Programme* to monitor the application of the *Framework Agreement*
 - Fund a *Just Transition AI Facility* through the ESF+ for upskilling / reskilling – in particular for low-adoption Member States
- National level:
 - Introduce *AI Charters* for employment sectors at high-risk from AI's impact on jobs
 - Establish tripartite sectoral *AI Observatories*
 - Prioritise funding for skills in AI and align it with education / training policies

Further information

- ❖ National Economic and Social Council (April 2026):

Artificial Intelligence in Service of Society: Navigating Our Way Forward

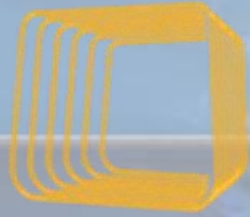
(<https://www.nesc.ie/publications/artificial-intelligence-in-service-of-society-navigating-our-way-forward/>)

- ❖ Eurofound: ***European Working Conditions Survey 2024***

(<https://www.eurofound.europa.eu/en/publications/all/a-new-world-of-work-ewcs-2024-first-findings>)

- ❖ ETUI Webinar: ***Media war: A look at how dark tech and populists are seizing power!***

(https://www.etui.org/content/search?keys=AI+Talks+Martin+Andree&sort_by=search_api_relevance)



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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

okellykevinp@gmail.com