



# — Guidelines to improve social dialogue on Artificial Intelligence in the Metallurgical sector

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# Objectives

Create content to improve social dialogue on Artificial Intelligence in the Metallurgical sector

- Create European guiding framework materials and expertise pool for support to collective bargaining based on the conclusions on Artificial Intelligence (AI) in the MET sector

# Objectives

Create manuals to improve social dialogue on Artificial Intelligence in Met

- Experts from NOVA University of Lisbon will co-develop 4 e-Manuals
  - e-Manuals for sectoral social dialogue professionals about impact of AI on:
    - Occupational Health and Safety
    - Human Resources Management
    - Data Protection
    - Skills needs
  - They will be available also through Youtube videos in two formats:
    - lectures and
    - major guidelines
  - Each Manual will have 20 pages and will be translated into partners' languages
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# Methods

- Literature review
- Analysis of grey documentation
- Review of official documents
- Quantitative analysis of international datasets

# Manuals

to improve social dialogue on  
Artificial Intelligence in the Met

- Occupational Health and Safety
- Human Resources Management
- Data protection
- Skills



# Manual on Occupational Health and Safety

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## Outline

1. AI in Met
2. Guidelines for social dialogue
3. Conclusions

## Guidelines

- Manual will be structured around direct guiding principles for social dialogue
- at the European level and
- level of national practices
- to contribute to a safe and healthy work environment as a prerequisite to have sustainable Artificial Intelligence processes in industry

# Manual on Human Resources Management

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## Outline

1. AI in Met
2. Guidelines for social dialogue
3. Conclusions

## Guidelines

- Manual will provide guiding principles and information for social partners, at company level
- to discuss the implementation of AI at the workplace
- in terms of technology that is introduced at the workplace,
- on the skills that are required to operate them, and
- on the ethical dimension of AI including data collection

# Manual on Data Protection

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## Outline

1. AI in Met
2. Guidelines for social dialogue
3. Conclusions

## Guidelines

- Manual will be based on improvements of collective agreements in line with Article 88 of the GDPR,
- to ensure the protection of the rights and freedom of employees
- with regard to personal data processing
- in the context of employment relations



# Manual on Skills

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## Outline

1. AI in Met
2. Guidelines for social dialogue
3. Conclusions

## Guidelines collective bargaining

- Manual will be structured around negotiations aspects for collective agreements
- as an added value tool to identify and deal with the MET industries' skills needs
- and to channel investments into the qualifications of the existing workforce.
- Such agreements do already exist in some Member States and will support other Member states in this action

**What else would you  
like to have in these  
manuals?**

(an example)

Spain: AI becomes  
significant in  
collective agreements

# Spain

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On 10 May 2023, social partners signed the V Agreement for Employment and Collective Bargaining (V Acuerdo para el Empleo y la Negociación Colectiva, AENC).

It was signed by all the trade unions CCOO and UGT and the employers' associations CEOE and CEPYME.

It aims to enrich the content of collective bargaining and adapt it to the changes and realities in the labour market, as well as to address content that contributes to tackling structural problems such as inequality between women and men or preserving the health and safety of workers.

The V AENC will be in force from 2023 to 2025

"Digital and technological transition in the workplace: Through participatory processes and prior information of social representation, ensure that the use of artificial intelligence ("AI") systems follows the principle of human control and is safe, transparent, and understandable.

The agreement does not apply directly to labour relations but sets out recommendations for the negotiators of the different collective agreements."

Source:

<https://industrialrelationsnews.ioe-emp.org/industrial-relations-and-labour-law-may-2023/news/article/spain-signed-a-new-employment-and-collective-bargaining-agreement-for-improving-working-conditions-for-workers-and-the-competitiveness-of-companies>



# CCOO

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## CCOO

### 3. Inteligencia Artificial (IA) y garantía del principio de control humano y derecho a la información sobre los algoritmos

La IA de manera progresiva tendrá un impacto significativo en el mundo laboral y, si no se hace un uso correcto y transparente, podría llevar a adoptar decisiones sesgadas o discriminatorias relativas a las relaciones laborales.

En línea con lo previsto en el Acuerdo Marco Europeo sobre digitalización, el despliegue de sistemas de IA en las empresas deberá seguir el principio de control humano respecto a la IA y ser seguro y transparente. Las empresas facilitarán a los representantes legales de las personas trabajadoras información transparente y entendible sobre los procesos que se basan en ella en los procedimientos de recursos humanos (contratación, evaluación, promoción y despido) y garantizarán que no existen prejuicios ni discriminaciones.

En el ámbito del diálogo social tripartito español se acordó, en el Real Decreto-Ley 9/2021 de 11 de mayo, por el que se modifica el texto refundido de la Ley del Estatuto de los Trabajadores, aprobado por el Real Decreto Legislativo 2/2015, de 23 de octubre, para garantizar los derechos laborales de las personas dedicadas al reparto en el ámbito de plataformas digitales, incorporar una letra d) en el artículo 64.4 del Estatuto de los Trabajadores relativa al derecho a la información sobre los parámetros, reglas e instrucciones en los que se basan los algoritmos o sistemas de inteligencia artificial que afectan a la toma de decisiones que pueden incidir en las condiciones de trabajo, acceso y mantenimiento del empleo, incluida la elaboración de perfiles.

La negociación colectiva debe desempeñar un papel fundamental estableciendo criterios que garanticen un uso adecuado de la IA y sobre el desarrollo del deber de información periódica a la representación de los trabajadores.

El despliegue de sistemas de IA en las administraciones públicas debe seguir igualmente el principio de control humano y ser seguro y transparente. En base a lo anterior, las Confederaciones firmantes de este Acuerdo instamos al Gobierno para que facilite a los interlocutores sociales, a través de los órganos de participación institucional, la información suficiente que garantice la transparencia digital y algorítmica, en especial de aquellas fórmulas que configuran los aplicativos vinculados a las relaciones laborales y a la protección social.

Source: <https://www.ccoo.es/d44899d601a725e92eca4a892f7094ce000001.pdf>

# Conclusions

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**Thank you**

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