

Benedetta Brevini

Professor New York University,
Institute for Public Knowledge

Stefan Gran

Senior Advisor, ETUC,
European Trade Union Confederation

Raúl Trujillo

President TAO-The Independents

1 The EC is a public institution

Therefore, the deployment of Artificial Intelligence (AI) systems must be guided by public interest. It is crucial that trade-offs between human expertise and AI adoption are carefully weighed, when evaluating proposals to implement AI applications. Especially proposals conducive to layoffs. An independent fundamental rights impact assessment should be conducted for any AI deployment that could affect staff members and basic working conditions

2 Center of gravity

Employees must be the center of gravity of the AI transition and be actively involved in decision-making, as they are directly concerned

3 Involvement

Staff representatives and trade unions must be fully involved in the implementation of AI from the design phase. A joint AI committee bringing together: staff representatives, trade unions, independent experts and management should be set up to monitor AI from the design and implementation to regular life-cycle evaluations. Only a social dialogue worthy of that name will ensure that the positive effects of AI can unfold, while the negative ones are mitigated

4 Digital and AI literacy

Digital and AI literacy is pivotal to AI implementation and must be the starting point for any discussion on AI adoption

5 Guarantees

Guarantees must be reinforced to ensure accountability, demonstrating how generative AI bias and inaccuracies can be effectively mitigated

6 Support of employees

AI applications must support employees, not replace them. Employees must have the right to decide when and how to use AI output

7 Good data governance

AI input data must be top quality and properly managed. Good data governance includes curation, cleaning, correcting, and safeguarding

8 Intensive AI models

Computationally intensive AI models, driving much of the investment in the field, come with extremely high-water usage, heavy reliance on rare minerals, significant energy costs, massive carbon footprint and increasing E waste costs drawing on already strained public resources. Current AI systems are incompatible with sustainability goals. An environmental impact assessment framework should be adopted to mitigate AI consequences before implementing AI solutions

9 Precautionary principle

AI-based mechanism implementation must follow the precautionary principle establishing ethical responsibilities. Risk mitigating measures should be in place

10 No one left behind

AI adoption may lead to job displacement, completely changing the career we signed up for. All staffers should have the opportunity to adapt to AI evolution with proper training and career development