

The Future of Quality Jobs and workplace AI: Regulation for Innovation

11 December, Brussels

Concept

Digital technology has been associated with a rise in precarious jobs, and negative outcomes for many workers. From increased surveillance and opaque systems of algorithmic management, to the unbundling of jobs into lower paid task-work, at increased speeds. At the same time, the digital transition has allowed for remote working, increased flexibility, and productivity increases.

There are various existing and upcoming EU laws to regulate digital technology, to ensure good outcomes for all workers. From laws on worker information and consultation and the GDPR, to the Platform Work Directive and the AI Act. In addition, the European Commission will put forward a Quality Jobs Act in late 2026, which is also expected to touch upon algorithmic management and AI at work. Right now, the discussion focuses on a need to deregulate, to foster innovation and competitiveness. However, the question is rather to find out what rules, investments, and policies will allow workers and firms to innovate together. This has been Europe's core strength in the past. And it can be so again. This will help reap the productivity gains of novel technology, and make sure they are spread and shared with workers – so that they have incentives to use novel technology as well.

At this conference, we aim to discuss how to promote quality jobs in Europe, with a particular focus on AI and algorithmic management. We want to identify how best to support organised labour through collective bargaining and effective regulation. We will evaluate the roadmap that is set for publication on 3 December, in conjunction with the existing framework around workplace technology, from the Digital Omnibus Act's possible changes to the GDPR and AI Act and a potential new rules on algorithmic management, to national practices around collective bargaining. The practical and effective implementation and enforcement of EU law will be a strong focus.

Draft Programme

08:30 – 09:15 **Registration and welcome coffee**

09:15 – 09:30 **Introduction**

Knut Dethlefsen, Director, FES Future of Work
Oliver Röthig, Regional Secretary, UNI Europa

09:30– 10:15 **The Future of Quality Jobs and Innovation in Europe:**

Keynote: Valerio De Stefano, Professor of Law and Canada Research Chair in Innovation, Osgoode Hall Law School

10:15 – 10:30

Coffee break

10:30 – 12:00

Panel Discussion:

What are the key takeaways from the Quality Jobs Roadmap and can it be a first step toward fostering quality employment in Europe, driving innovation, and ensuring worker protection?

Estelle Ceulemans, Member of European Parliament (S&D)

Representative, Connect Europe, (tbc)

Fredrik Söderqvist, Economist, LO Swedish Trade Union Confederation

Valerio De Stefano, Professor of Law and Canada Research Chair in Innovation, Osgoode Hall Law School

Q&A

12:00 – 13:00

Lunch

13:00 – 14:30

On the road to Quality Jobs: How to strengthen Worker Protection in the Age of Data and Algorithms

Short Presentation: New Papers on Collective Bargaining on AI & Worker Data Rights

Marta Kahancova, CELSI & **Giovanni Gaudio**, University Turin

Panel Discussion:

How to ensure that the road to quality jobs includes strong protections for workers in the age of data and algorithms?

Chiara Monti, Deputy Head of Unit for Future of Work, Youth Employment at DG EMPL, European Commission

Representative of the European Parliament (tbc)

Giovanni Gaudio, Assistant Professor, University of Turin

Moderation: **Michael ‘Six’ Silberman**, Consultant, ITUC; Researcher, University of Oxford

Q&A

14:30 – 14:45

Coffee Break

14:45 – 16:15

Parallel workshops

**Workshop 1: Have your say on AI at the Workplace -
Collective Bargaining Practices on AI in the European
Services Sector**

Moderation: **Birte Dedden** (UNI Europa) & **Oliver Philipp** (FES)
Example from Norway: **Bjørn Tore Sund**, Head of Ethics
Committee, NITO

Workshop 2: Enforcing Worker Data Rights

Moderator: **Justin Nogarede** (FES)
Giovanni Gaudio, Assistant Professor, University of Turin
Alba Navalón Arnal, Researcher, University of Valencia
Thomas Le Bonniec, Researcher, Institut Polytechnique
Johannes Warter, Post-Doc, University of Salzburg

Wrap up

16:30 – 18:00

Reception