#FinAI
Anthropocentric approach to AI

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THE JOINT DECLARATION ON EMPLOYMENT ASPECTS OF ARTIFICIAL INTELLIGENCE BY EU BANK SECTOR SOCIAL PARTS
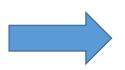
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TRANSNATIONAL COLLECTIVE BARGAINING

- **Transnational Collective Agreements (TCAs)**

- **Global Framework Agreements (GFAs)**

- **Joint Declarations (JDs)**

WHATEVER THE BARGAINING LEVEL,

THE OUTPUT OF TRANSNATIONAL NEGOTIATIONS

IS NOT A LEGALLY BINDING AGREEMENT

EUROPEAN FINANCE SECTOR SOCIAL DIALOGUE

Insurance sector

Joint Declarations on Digitalization 2016, 2019

Joint declaration on Artificial Intelligence 16th March 2021

Bank Sector

Joint Declaration on Digitalization 2018

Joint Declaration on Empl Aspects of Artificial Intelligence 14th May 2024

THE CONTEXT, FINANCE SECTOR

- From digitalization.. to Covid19.. to Artificial Intelligence

- The impact of new technologies on banks/insurances and on clients

- And vice-versa

- The impact on employees in the sector (training, redundancies?)

- The role of traditional banks (desertification), if any

- The Millenials.. still ask for human relationship

DEFINITION OF ARTIFICIAL INTELLIGENCE

- Machine-based system,
- With varying levels of authonomy, that
- May exhibit adaptiveness after deployment and that,
- From the input it receives,
- Infers how to generate outputs such as predictions, content, recommendations or decisions that
- Can influence physical or virtual environment

CURRENT USE OF AI SYSTEMS

- Forecasting (financial markets..)

- Analytics (fraud detection, risk management, product personalization..)

- Human Resources (personnel election, planning, development..)

- People Analytics (performance, engagement, wellbeing..)

- ….

AIMING AT: A RESPONSIBLE USE OF AI

- To manage the impact of AI on
- Working conditions,
- Management,
- Decision-making and
- Workers' data privacy
  And
- To ensure re/up-skilling opportunities and support job transition

A RESPONSIBLE USE OF AI…

- That not only avoid bias, but actively prioritises and respects HR:
- Non-discrimination and free from bias
- Privacy and security (ethics & compliance)
- Transparency in & Understanding of the decision-making processes (''Right to explanation'')
- Humans retaining control over AI systems and responsibility
- Trade Union Rights

SPECIFIC ASPECTS..

Work Organization + Employment Aspects

- Health and Safety (risks assessment eg effects of algorithmic management)
- Involving the relevant employees' committees
- According to national laws and Social Dialogue practices
- EU-OSHA Guidance on the impact of AI

SPECIFIC ASPECTS..

- The challenge of constant skill adaption and life long learning

- The necessary training provided during working hours

- The eu Social Partners strongly encourage the Eu Commission and national governments to fund such trainings

- The challenge of monitoring and surveillance (controls, privacy, pressures, social relations)

- Surveillance tools should be limited, transparent, proportional & compliance

SPECIFIC ASPECTS

Human In Control Principle

- Right not to be subject to decisions based solely on automated variables
- .. Personnel selection, profiling, promotions, functions, sanctions, performance evaluation ..

- Employer's responsibility to ensure data protection and privacy
- Compliance

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Introduction, Monitoring and Evaluation of this Joint Declaration

.. Will directly be implemented by ..
HUMAN BEINGS

Through SOCIAL DIALOGUE
at the competent level

THANKS

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