

#FinAI

Anthropocentric approach to AI



Co-funded by
the European Union

General context, objectives and project structure

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PREMISE

The project stems from the conviction that in the current phase of development of digital technologies - especially Artificial Intelligence - it is essential to place the protection of people at the centre and to strive for a balance between companies' quest for operational efficiency and effectiveness and the professional protection of workers. The ideal place to bring together the needs of workers with those of companies is undoubtedly the Social Dialogue at company, national and European level.



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PREMISE

The project is fully in line with 2 important and very recent regulatory initiatives: The AI ACT, the European Artificial Intelligence Act governing the development, marketing and use of artificial intelligence (AI) systems in the Union, launched by the EC in 2021, approved by the European Parliament on 13 March 2024 and unanimously ratified by the European Council on 21 May the Joint Declaration on Artificial Intelligence in the European Banking Sector signed on 14 May by UNI Europa - the European services trade union - and the European banking employers EBF, EACB, ESBG, in which the European social partners commit to the responsible use of this technology



AI ACT

- It represents the world's most advanced legislation on artificial intelligence and is an integral part of the European Union's digital strategy, which aims to promote innovation and competitiveness in the AI sector while ensuring the protection of consumers, workers and citizens. It is based on the conviction that AI must be developed and used safely, ethically and with respect for fundamental rights and European values. It prohibits, among others, the collection of facial images from the Internet or CCTV cameras to create facial recognition databases; emotion recognition in the workplace and schools; manipulative techniques and AI systems that exploit people's vulnerabilities.





AI ACT

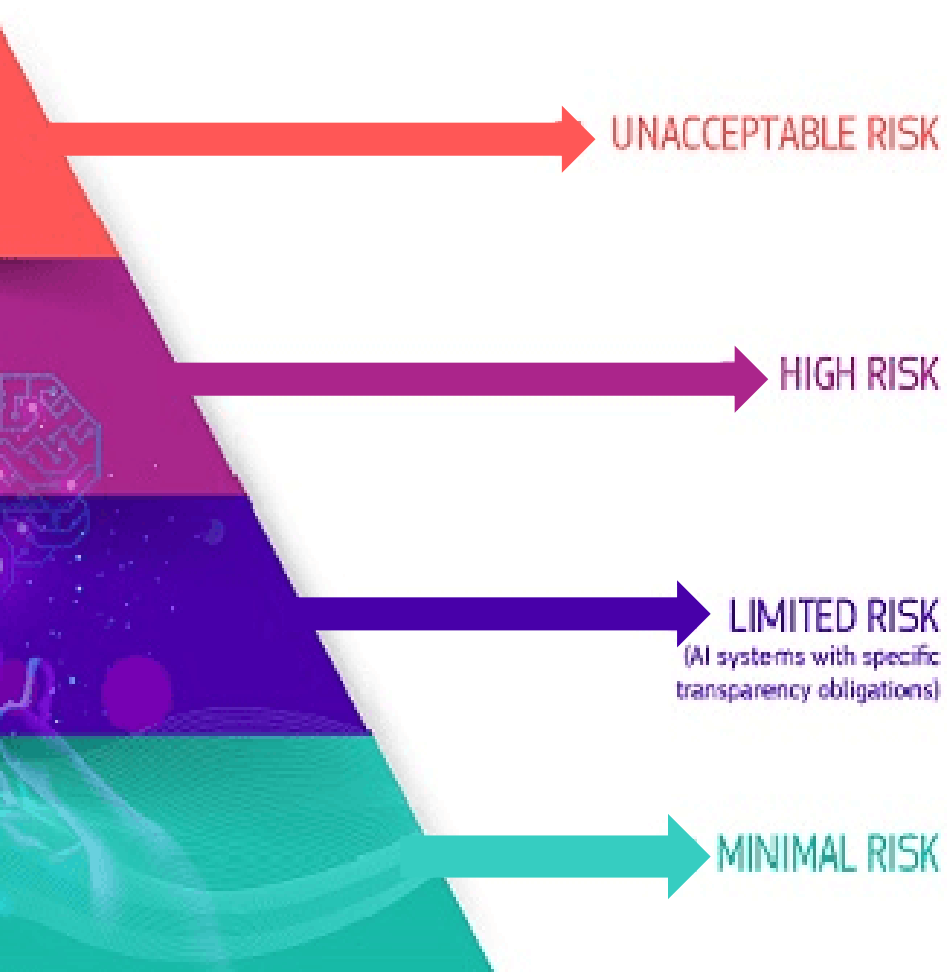
DEFINITION OF ARTIFICIAL INTELLIGENCE

An artificial intelligence (AI) system is defined as a system that is designed to operate with a certain level of autonomy and that, on the basis of data and input provided by the machine and/or human being, deduces how to achieve a given set of goals defined by the human being using machine learning and/or logic and knowledge-based approaches, and produces system-generated outputs such as content (generative AI systems), predictions, recommendations or decisions, influencing the environments with which the AI system interacts.





The AI Act was designed with a risk-based approach.



UNACCEPTABLE RISK

AI systems contrary to the fundamental values and principles of the EU (respect for human dignity, democracy, rule of law). These systems are banned or severely restricted

HIGH RISK

Significant impact on people's fundamental rights or security. These systems are subject to strict obligations and requirements. AI systems used for personnel selection fall into this category

LIMITED RISK

LIMITED RISK
(AI systems with specific
transparency obligations)

These systems are subject to transparency requirements that enable users to be aware that they are interacting with an AI system and to understand its features and limitations

MINIMUM RISK

No impact on people's fundamental rights/security and room for choice and control by users. They are free of any regulatory obligations in order to encourage innovation. In this category video games or photo filters



Joint Declaration on Artificial Intelligence UNI Europe

Highlights

The definition of Artificial Intelligence - in line with the EU definition in the AI Act

- **Social dialogue - at all levels as a means of addressing the impact of new technologies**
- **Responsible use - an accountable, transparent and impartial approach to its use, particularly in human resources functions**
- **Health and safety - joint and frequent assessments of occupational health and safety risks that include the effects of algorithmic management**
- **Training and digital skills development - the need for workers to continually retrain and update to adapt to the evolving digital landscape and bridge the digital divide**



GENERAL OBJECTIVE OF THE PROJECT

The objective of our project entitled: Anthropocentric approach to Artificial Intelligence to support people and companies. Developing social dialogue on e-skills of employees in the European financial sector to contribute to the development of social dialogue in the financial sector on digitalisation and, in particular, on the use of decision-making and monitoring systems using algorithms and artificial intelligence practices, focusing on the development of workers' skills as a prerequisite for taking full advantage of the opportunities offered by the digital transition.



SPECIFIC OBJECTIVES

- The analysis of likely medium- to long-term scenarios on the deployment of algorithmic and AI systems;
- The analysis of the state of the art of European legislation relating to the financial sector and the role of supervisory authorities;
- The identification of risks associated with the diffusion of new technologies and the most effective methods to counter them;
- The analysis and selection of best practices concerning organisational solutions in the governance of new technologies at the level of the participating European countries;
- The identification of new skills emerging in the financial sector as a result of the development of new technologies
- The dissemination of project results and policy recommendations through a workshop, a European Conference, a book and a dissemination tool



PARTNERSHIP

The consortium consists of partners from **11 EU Member States, 1 candidate country (Turkey) and 2 European Economic Area countries (Norway and Iceland)**

COORDINATOR: FIRST CISL (Italy)

BENEFICIARIES: Adapt Foundation (Italy) - KU Louven (Belgium)

AFFILIATED ENTITIES: Adapt Foundation (Italy) and Fiba Foundation (Italy)

ASSOCIATED PARTNERS:

7 EUROPEAN UNIONS: CFDT B&A (France), NFU (Scandinavia), Fesmc-Ugt (Spain), BBDSZ (Hungary), Sindicatul UPA (Romania finance), BASISEN (Turkey), OTOE (Greece)

- 1 EUROPEAN FEDERATION - UNI Europe
- 1 NATIONAL CONFEDERATION - CISL (Italy)
- 1 NATIONAL ASSOCIATION OF INSURANCE COMPANIES - ANIA (Italy)



CONCEPTUAL DEVELOPMENT OF THE PROJECT

Scientific research

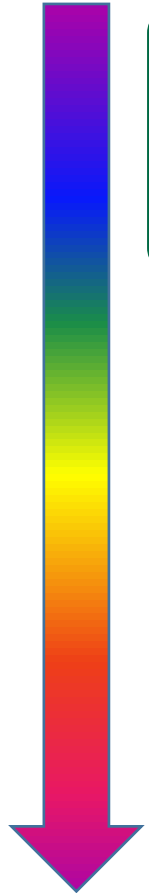
(scientific partners) and empirical research (joint scientific and social partners)

WORKSHOP

discussion with expert(s) on the results of the EUROFOUND project

DISSEMINATION

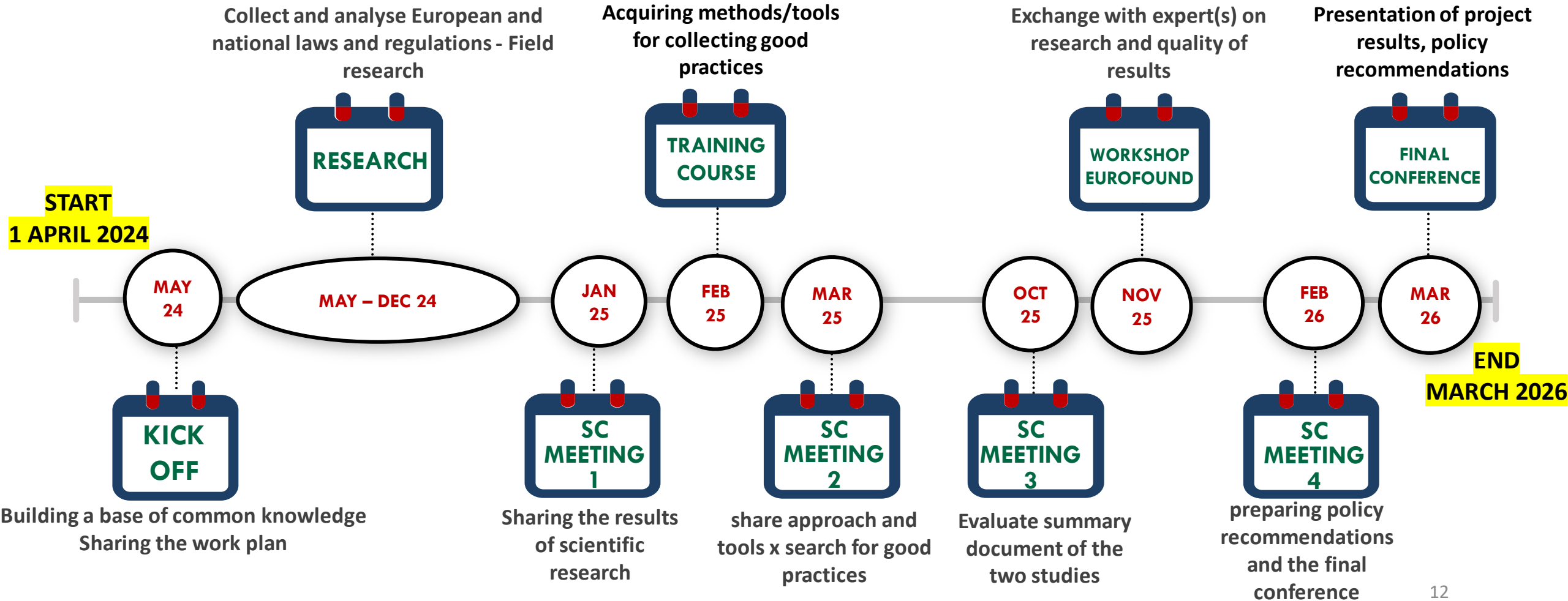
European final conference, book publication, dissemination tool



2 YEARS



CHRONOLOGICAL DEVELOPMENT OF THE PROJECT



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THANKS!



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