



# **Group discussion takeaways**

## **Group 2**

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# Key takeaways: risks and benefits of AIWM for worker's safety, health and well-being

- Risks to workers safety and health
  - Definition of a 'worker': anyone, anywhere, doing anything paid is a worker.
  - The project identified the main risks
  - It is important to highlight that risks stemming from AIWM might be more severe than risks stemming from working with humans (lack of human empathy and too much trust in AI)
  - Remote work – advantages and disadvantages

# Key takeaways: regulatory framework

- EU level regulatory framework
  - The new proposed AI regulation is industry focused, it ignores the perspective of social partners and workers, disregards that such system self-learn, delegates the analysis and prevention of AI risks to employers.
  - Effective social dialogue (and co-governance) regarding this topic should be ensured.
  - Transparency on how AIWM is developed, operates, used should be ensured and developers should not hide behind trade secrets.
  - More funding for “tech for good”.
- National level regulatory framework:
  - Stronger enforcement of existing regulations.
  - Better resources (financial and knowledge) for labour inspectorates, OSH authorities, Data Protection authorities, to ensure enforcement of existing laws.
  - More effective communication and collaboration between different organizations dealing with AIWM and OSH is needed.
- Standards, guidelines, recommendations:
  - Clear guidelines for labour inspectors, OSH authorities, etc. on how AIWM can affect OSH should be provided.

# Key takeaways: management of AIWM at workplace level

- Drivers and barriers to the prevention and management of the OSH risks related to AIWM in the workplace
  - Safety/OSH culture needs to be considered at the early stages of AIWM development/implementation
  - Safety/OSH management system needs to be dynamic, knowledge based, risk based, integrated and related to other processes in the organization (holistic view of an organization).
  - AI is self learning and not static, and hence a systematic approach of analysing it and its effect on OSH is needed.
- What is needed at workplace level to improve OSH prevention
  - Co-governance, OSH culture, clear management responsibilities, an effective dialogue and participatory approach