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AI and the Future of Work

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Parliament's amendment to the AI Act – work councils

- The EU Parliament adopted the following amendment to the Act yesterday – Art 29(5)(a):

Prior to putting into service or use a high-risk AI system at the workplace, deployers shall consult workers representatives with a view to reaching an agreement in accordance with Directive 2002/14/EC and inform the affected employees that they will be subject to the system.

Using AI in the workplace – practical steps

- AI brings many benefits to recruitment and workforce management, leading to higher job satisfaction for employees and retention for companies, such as:
 - Finding the right compensation and benefits balance in a competitive market;
 - Automating the training process for new employees; and
 - CV-checking and automating video interviews
- However there are some compliance points to keep in mind with Parliament's amendment before using AI in the workplace, including:
 - Know your GDPR obligations – undertake a compliance audit
 - Familiarise yourself with the management systems required by the Act
- Be aware – mismanagement of data under the AI Act can attract up to €30m or 6% of annual turnover in penalties, higher than under the GDPR

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