

Theory: Industrial Democracy

Friendly AI

Good Practice Example


EU: Bischoff-report on
democracy at work –
political relevance

Debate on
collective bargaining
and democracy at work


Labour process debate:
Workplace conflicts &
power relations


Regulation Theory:
Production models

- Capabilities of employees to interact with AI
 - AI adapted to tasks and competences of employees
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- Joint workshops employees:
- Exchange of experiences
 - Sharing knowledge
 - Designing of criteria of friendly AI
 - Scientific data
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- Joint workshops with social partners: Regulation of
- Job profiles
 - Qualification
 - Mental workload
 - Health and safety
 - Data protection
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- Early integration in all decision processes regarding AI
 - Joint Analysis of AI implementation (Management, Experts, Works Councils & Unions)
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- Human-centered AI Principles:
 - Assistance
 - Inclusion
 - Stabilizing Employment
 - Qualification
 - Insourcing
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→ Collective Agreements



Employee Participation