**AI and Employee Participation**

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**Theory: Industrial Democracy**

- 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

**Friendly AI**

- Capabilities of employees to interact with AI
- AI adapted to tasks and competences of employees

Joint workshops employees:
- Exchange of experiences
- Sharing knowledge
- Designing of criteria of friendly AI
- Scientific data

Joint workshops with social partners: Regulation of
- Job profiles
- Qualification
- Mental workload
- Health and safety
- Data protection

**Good Practice Example**

- Early integration in all decision processes regarding AI
- Joint Analysis of AI implementation (Management, Experts, Works Councils & Unions)
- Human-centered AI Principles:
  - Assistance
  - Inclusion
  - Stabilizing Employment
  - Qualification
  - Insourcing

→ Collective Agreements