**SOC/803 Foresight meeting: 26 September 2024**

**An ideal vision of AI in the world of work and at the workplace in 2035**

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| **By 2035,** **Artificial Intelligence (AI) becomes a trusted workplace partner**, increasing productivity, enhancing job quality, reducing inequalities, and fostering collaboration and human oversight. The EU’s regulatory framework ensures that AI is implemented ethically, creating a future where work is both technologically advanced and human-centric. AI benefits all of society, and a shared vision between employers and workers ensures that AI is developed for the common good. |

In 2035, the **European Union is a frontrunner** in setting standards for AI regulation and is being followed by its global competitors.

**AI enhances jobs so that they are meaningful, of good quality and develop workers’ skills.** It takes over repetitive and physically demanding tasks, allowing employees to focus on creative aspects of their work. This shift boosts productivity, improves work-life balance and working conditions, and strengthens job satisfaction, as AI is seen as a trusted co-worker supporting workers, not replacing them.

Crucially, **human oversight** remains at the core of decision-making, ensuring that key choices are made by people. Some red lines are not crossed: the decisions that significantly impact people’s lives (e.g. dismissals, disciplinary measures) are taken by humans.

AI also plays a pivotal role in promoting **equal opportunities and reducing disparities**, reducing digital divide and empowering individuals. In particular, AI supports **equality between women and men.** Women have good jobs. If tasks that are mostly carried out by women (like clerical tasks) are automated, enabling and empowering measures are put in place at the appropriate level to deal with impacts on employment and to ensure reskilling.

AI allows workers and companies to focus on developing new **skills**, and the importance of digital skills and critical thinking regarding AI is recognised. AI-powered training programmes provide personalised learning paths, enabling workers of all backgrounds to enhance their skills throughout their careers. This helps bridge the gap between skilled and unskilled positions. In general, people have equal access to **lifelong learning** opportunities, to adapt to the evolving job market. AI is not only developed to increase productivity but also to better the human capabilities and increase human intelligence.

**Privacy and data protection** are prioritised, with AI systems operating transparently and adhering to ethical codes that protect fundamental rights and copyrights. Regulations prevent AI from being used for surveillance and social scoring. Workplaces where employees feel secure and empowered, not inappropriately monitored or controlled, are fostered.

A **strong social dialogue**, based on an effective legislative framework and explicit guidance, is deeply embedded in the process of implementing AI and takes place at all appropriate levels and in all EU Member States. Efforts take place at national level to support and strengthen social dialogue. AI supports capacity building and training of social partners. Employers, workers, and/or their representatives engage in consultations on the introduction and use of AI in the workplace. This involvement, from the beginning of the process, ensures that **AI is designed with workers’ inputs**, fostering trust and collaboration. Social dialogue is also used to address possible challenges induced by AI, anticipate labour and skills gaps and fill regulatory loopholes.